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WOMEN
IN UTAH'S LABOR FORCE
1950 - 1980

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WOMEN
IN UTAH'S LABOR FORCE

1950 – 1980

prepared by the
Utah Department of Employment Security
Labor Market Information Services Section

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FORWORD

The major problem in compiling a report on women in Utah's labor force is the lack of state-specific data. Only in recent years has much effort been made to compile statistics and publish articles and reports on women in Utah and the United States. The best statistical information about women in Utah is gathered during the United States Decennial Censuses of Population. The Census gives information on income, education, population, marital status, labor force, and occupation. However, major changes occur during decades. For example, Utah had an increase of 401,764 people between 1970 and 1980 — a 38 percent growth in population. Such a large change in population implies substantial changes in sub-groups within the population.

Between census years, other sources provide fragments of information about women. Among these sources, information from the Bureau of Labor Statistics is perhaps the most useful. Its Current Population Survey (C. P. S.) is a monthly sample survey which provides mostly national-level information, although some yearly state data is available from this source. Several other miscellaneous statistical sources also contain some useful data. The most current data available is contained in this publication, identifying the present status of women in Utah's labor force. Also, a historical perspective of changes are shown using 1950, 1960, and 1970 decennial census data.

INTRODUCTION

The participation of women in the labor force both nationally and in Utah has risen steadily throughout this century. During the past 15 years the rise has been especially rapid. At the turn of the century women working outside the home were relatively few in number. There were few home conveniences – no refrigerators, no central heating, few homes with electricity, no washing machines, no water plumbing – the list could go on. Maintaining a household involved hard work – and most of the daily chores fell to women. Women were in fact household producers.

By the 1920's many of the household chores had been almost eliminated. Lighting, heating, plumbing, prepared foods, and store-bought clothes had become available to many American families. Such conveniences lightened the housewife's duties. Demands for child care also lessened as families became smaller and compulsory education kept children out of the home for most of the day.

As such changes occurred, more women transferred their productive capabilities from the home to the labor market. By 1920 nearly 25 percent of all women were working. The majority were single, but married women presented a growing proportion, from 12 percent in 1890 to 21 percent by 1920.

In more recent years, continued and accelerated technological and social changes have resulted in more and more women entering the labor market. Currently labor force participation rates for women have risen to more than 50 percent, with increasingly higher rates for married women and mothers.

Utah women shared in these trends. In fact, Utah's female labor force participation lagged behind that of women nationally in the first half of the century. During the last thirty years, however, Utah women have increased their labor force participation at a more rapid rate than women nationally. As a result, Utah has lost the uniqueness that once existed between its female participation rate and that of the nation. Utah's female labor force characteristics now are very similar to those of the United States.

The question is sometimes asked – Why do women of today want to work outside the home? One reason may be that there is not much left for them to do inside the home. Household technology has made many of the traditional housewife's duties obsolete. In recent years a number of other social and economic factors have arisen to contribute to the increasing trend of working women: a growing awareness and interest in career opportunities for women, an inching-upward divorce rate that has left more women as heads of households and breadwinners for the family, pressures brought on by inflation have dictated a two-paycheck household. In a recent study, the fourth in the General Mills American Family Report Series, Louis Harris reported women as giving the following as being important reasons for their working: personal satisfaction (87 percent), making ends meet (84 percent), improving living standards (81 percent), providing a cushion or nest egg for the family (72 percent), and providing for a spouse's or children's education (51 percent).

The reasons women in Utah work outside the home are very similar to those just enumerated for women nationally. A March 1980 survey of "Mormon Women" by the Presiding Bishop's Office of the Church of Jesus Christ of Latter-Day Saints showed that 34 percent of LDS women work outside the home. (Current data of the Utah Department of Employment Security show's Utah's female labor force participation rate is over 50 percent). The LDS study showed that 57 percent of those working women began work to meet basic living expenses. Another 17 percent began working because they needed extra money to meet important family goals (vacation, home improvements, support children on church mission, education, etc.). Another 35 percent began working because they were widowed or divorced and had lost spouse income. Also, 17 percent started working because they needed involvement and self-expression outside the home. Eight percent stated they are career persons and have always worked. Seventeen percent responded with "other" as their reason for beginning work outside the home. (The total responses add to more than 100 percent due to multiple answers by many respondents). These reasons for LDS women working outside the home may be characteristic of all Utah working women since the State of Utah is about 70 percent Mormon.

Labor market analysts and psychologists have studied impacts and effects of the increasing trend of females participating in the labor market. The effects are determined to be both positive and negative. Results of the General Mills Study mentioned above indicated the following:

* 52 percent of all family members felt the trend toward both parents working outside the home is generally negative.

* 26 percent of the working parents felt work meant lack of time to spend with children and with each other.

* 63 percent of working mothers felt they did not have enough time for themselves; 40 percent of working fathers felt this way.

* 90 percent of the family members felt that when both parents work children must become more self-reliant.

* 72 percent of the family members think that when both parents work children are more likely to get into trouble.

The primary rewards to the family of women working outside the home are financial – such things as a higher income, a better standard of living, increased financial security and more specifically the ability to buy a home and provide an education for the children. Eighty-four percent of the working women surveyed said their family had benefitted financially. Also cited in the study was increased growth and fulfillment of women.

Other analysts have determined that in the wake of the revolution in sex roles and gains in female employment, women are increasingly afflicted by a range of social and physical problems that used to be largely the domain of men. For example, a Rand Corporation study in 1977 found that wives with jobs have more drinking problems than do housewives or employed women who are single. The research indicated that working wives face "role conflicts." They encounter stresses from both work and their husbands to play those different roles right. A University of Illinois sociology professor has stated that employed middle-class women have contributed disproportionately to the increase of women in crime over the past decade.

A U. S. Surgeon General's report indicates that women smokers who are employed tend to inhale more than women smokers who are not; and that lung cancer is increasing so rapidly among women that it is expected to overtake breast cancer by the mid-1980's as their leading cancer killer.

Recent studies by the National Heart, Lung, and Blood Institute found that middle aged working mothers dissatisfied with their clerical and sales jobs were twice as likely to develop heart disease as housewifes.

"American Demographics" magazine for September 1980 cited a study on divorce which indicated that wives think about divorce more than their husbands do. And those wives who work, who have children between the ages of six and eleven, are even more likely to think about divorce. The study also indicated that the level of the husband's income or presence of children have little to do with whether a couple breaks up. But if the wife works, the longer she is employed the more both partners think about divorce – about a one percentage point increase for each year of her employment. Another report by the U. S. Census Bureau, cited in the Wall Street Journal, August 4, 1981, indicated that working women with salaries of $25,000 or more divorce at four times the rate of men with comparable earnings, according to 1978 statistics.

The Utah Department of Health reports that overall, women have a lower on-the-job injury rate than men. However, when women occupy similar occupations as men their incidence of injury is very similar to men. Women employees generally predominate in finance-insurance-real estate, services, retail trade, and local education industries. Men employees are predominant in mining, construction, manufacturing, transportation-communications-utilities, and federal defense industries. Work related injuries are more prevalent in the male-dominated industries which accounts for the higher overall incidence of injuries of men.

Many people, especially women, feel there is sexual discrimination in both wages and promotions received by men and women. An economics professor at the University of North Carolina, Chapel Hill, has said the wage gap between single men and single women is about one-third the wage gap between married men and married women. Some explanations for these differences are that married women are usually younger and less educated than their husbands. This causes men to concentrate their efforts in labor market work and women to concentrate on non labor market and family activities. In addition, married women have generally worked discontinously, that is with interruption in their participation in the labor force. Advancements both in wages and promotions by married women are therefore not received as often as by their male counterparts. Some analysts believe that if married women remained continuously in the labor force, twice as many women would be in managerial positions as at present, female professionals would increase by 35 percent, and the number of women in menial positions would decrease by as much as 25 percent.

There is still a wage differential to be accounted for between men and women even after education, age, and labor force participation are considered. The majority of women continue to be employed in clerical and service jobs. The share of various kinds of professional and technical positions held by women has decreased since the 1940's nationally, even though the actual number of women in professional and technical positions has increased nearly three times. Two-thirds of women professionals have relatively low-paying teaching and health-care jobs. Even though many men teach, most have more training, and thus receive better pay. Also, men are more frequently the doctors and specialists while women are nurses or nonprofessional aides, with the accompanying differences in pay.

In computing the United States Gross National Product (GNP), the monetary worth of a housewife's work is not included since she is not paid dollar wages. If this worth were computed, the GNP of the United States would increase by nearly one quarter of its present value.

People who hold more than one job are known as multiple job-holders or moonlighters. Thirty percent of all moonlighters are women. The number of moonlighters is decreasing overall, but women moonlighters are increasing. Nearly a twenty-percentage point increase in female moonlighters occurred between 1969 and 1979. Married women are least likely to be moonlighting. Among multiple job holders, men tend to work one full-time and one part-time job, while female moonlighters normally work two part-time jobs. A moonlighter or multiple job holder seems to be working a second job strictly to maintain or improve a standard of living.

Based on the foregoing information and on additional information in the body of this report, it appears that characteristics of women in the labor force are moving towards the characteristics of men in the labor force – converging labor foce participation rates, similar economic and social reasons for participating in the labor force, sharing of health and social impacts of working, etc. Also, it appears that the differences that once existed between Utah and national women in the work force have largely disappeared.

CHAPTER 1
POPULATION IN UTAH

Over the past 30 years, Utah's population has more than doubled in size, become the youngest of any state in the nation, and changed from a male to a female majority.

Census figures for 1980 show that the median age in Utah was 24.2 years, lowest in the nation. This was 5.8 years younger than the national median age, and 10.5 years younger than Florida's 34.7 years--oldest in the nation. This wide age discrepancy is largely due to Utah's fertility and birth rates which are the highest in the United States. Interestingly enough, more than half (52 percent) of Utahns were under 25, compared to 41 percent nationally. Conversely, less than 11 percent of Utahns were 60 or older in 1980 compared to 16 percent for the nation. (see Chart 1.1 and Table 1.1).

Chart 1.1 shows age distribution of population by sex in 1980 for the nation and for Utah. A major observation to be made from the chart is that in both sexes, Utah has significantly larger shares of its population in the under-30 age groups, whereas the nation has significantly larger shares of population in the 30-plus age groups. Another point of interest is the large shares of population--male and female--in both the state and the nation in the 20 to 29 age groups. These age groups contain the majority of the post-World War II baby boom population.

Table 1.2 provides population by age and sex data for the State of Utah for census years 1950 to 1980. In 1980 the state had a total population of 1,461,037, more than doubling the 688,862 of 1950. Although population gains were made between each census, the period from 1970 to 1980 provided the greatest gains--401,764 or 55 percent of the total thirty-year gain. The increase of the last decade--37.8 percent--doubled that of the 1960's, and was approximately 1.3 times the growth rate of the 1950's. This table also demonstrates that the male-female composition of Utah's population has reversed itself during the past 30 years, with the female population increasing 117 percent, and claiming 51.2 percent of the total population in 1980--up from 49.5 percent in 1950. The female majority is sufficiently large in the age groups 20 and older to give them a majority of the total population.

Closer examination of Table 1.2 also reveals changes in the age-sex composition of Utah's population. A greater share of the total (10 percent) are 16 to 24 years of age now, which helps to explain why Utah's population is the youngest in the nation. And, the large percentage increases and the larger shares of population in the 20 to 34 age groups reflects movement of the post-World War II babies into these age groups.

Since this publication analyzes the characteristics of women in the Utah labor market, Tables 1.4 and 1.5 present the growth of the working age population (16 years and older) for each county and multi-county district in Utah during the last 30 years. All areas of Utah have shared, albeit at different rates for geographic areas, and at different rates for males and females, in this growth.

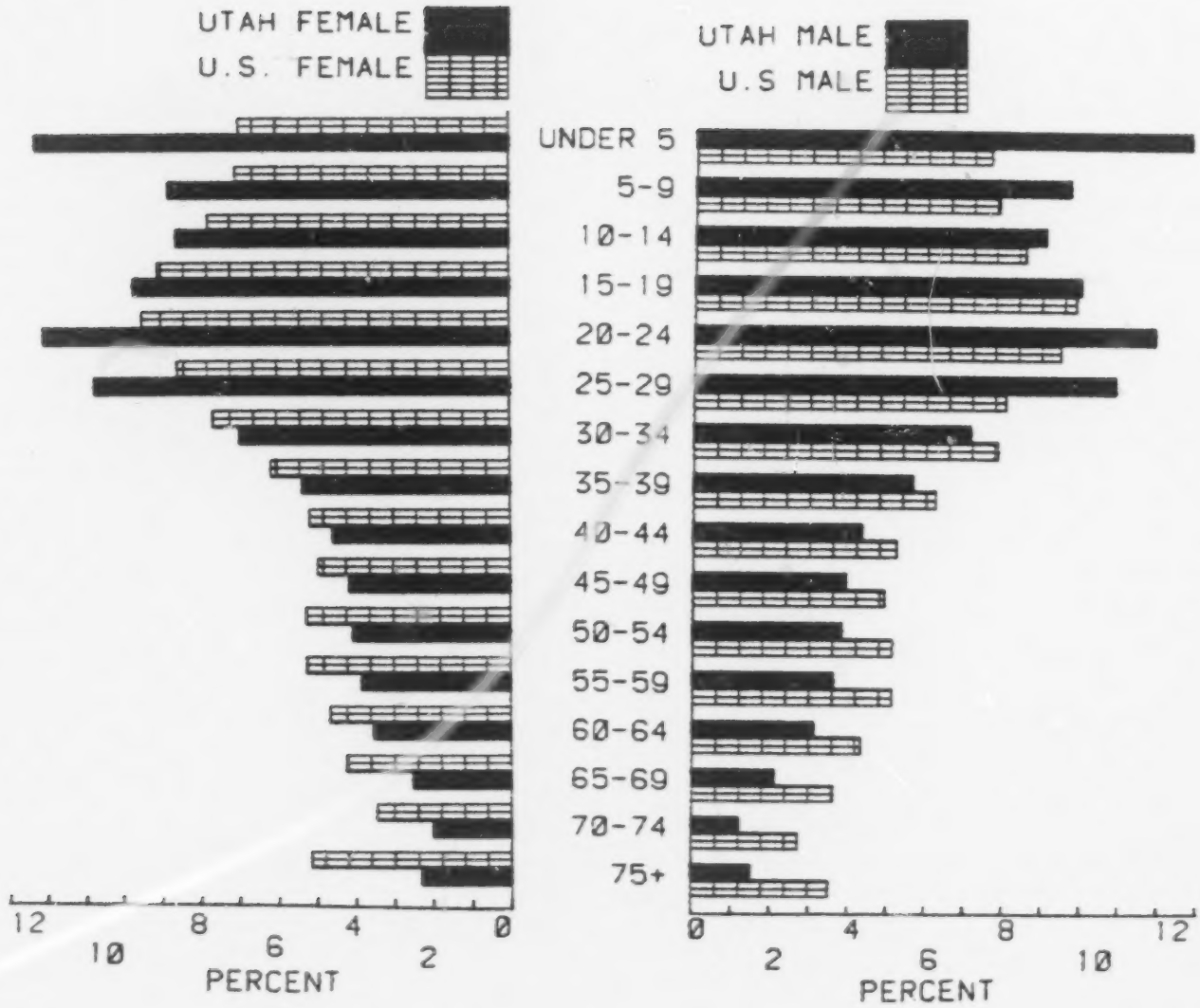
Overall, the male working age population (16 years and older) in Utah increased almost 111 percent from 1950 to 1980; and about 43 percent since 1970. The working-age women in Utah have increased their numbers by over 124 percent since 1950; and about 42 percent since 1970.

The increase of female working-age population from 1950 to 1980 ranged from 18 percent in the Central Planning District to 170 percent in the Mountainlands District. For males, the corresponding percentage gains ranged from 7.5 percent in the Central District to 156 percent in the Mountainlands District. Davis County had the largest percentage increase (363 percent) for males of working age of all the counties; and Grand County the greatest (398 percent) gain in females of working age. In every county and district of the state, population percentage changes were greater for females than for males.

In 1980, there were 28,115 more women than men in Utah's 16 and over (working age) population. This reverses the positions of 1950 when men outnumbered women by 578. In 1950 men outnumbered women in 5 districts--Bear River, Central, Uintah Basin, Southeast and Southwest, while 3 districts--Wasatch Front North, Wasatch Front South, and Mountainlands had more women. Only Weber, Salt Lake, Utah and Juab Counties had more women than men in the working ages in 1950. Rich County was the only county in the state to have more men than women in the 16 and over ages in 1980. All planning districts had more women than men in 1980.

CHART 1.1

DISTRIBUTION OF POPULATION BY AGE AND SEX FOR UTAH AND THE UNITED STATES 1980



Source: Total Population by Age, U. S. Bureau of the Census, Census of Population 1980.
Age by Sex for U. S., Bureau of Labor Statistics, "Employment and Earnings".
Age by Sex for Utah, computed by the Utah Department of Employment Security, Labor Market Information Services.

TABLE 1.1

AGE GROUP DISTRIBUTION OF POPULATION, UTAH AND UNITED STATES, 1980

	UTAH		UNITED STATES	
Age Group	Population	% of Total	Population	% of Total
Under 5	189,962	13.0%	16,344,407	7.2%
5 – 9	146,187	10.0	16,697,134	7.4
10 – 14	125,681	8.6	18,240,919	8.1
15 – 19	138,903	9.5	21,161,667	9.3
20 – 24	155,676	10.7	21,312,557	9.4
25 – 29	135,087	9.2	19,517,672	8.6
30 – 34	105,688	7.2	17,447,957	7.8
35 – 39	79,178	5.4	13,963,008	6.2
40 – 44	63,628	4.4	11,668,239	5.2
45 – 49	57,021	4.0	11,088,383	4.9
50 – 54	55,845	3.8	11,708,984	5.2
55 – 59	52,701	3.6	11,614,054	5.1
60 – 64	46,260	3.2	10,085,711	4.5
65 and older	109,220	7.5	25,544,133	11.3
TOTAL	1,461,037	100.0	226,504,825	100.0
Median Age	24.2 years		30 years	

Source: U. S. Bureau of the Census, Census of Population, 1980.

TABLE 1.2

UTAH POPULATION BY AGE AND SEX
1950 to 1980

TOTAL

Age Group	1980	1970	1960	1950	Percent Change 1950–1960	1960–1970	1970–1980
Total	1,461,037	1,059,273	890,627	688,862	29.3	1.89	37.9
0 – 15	490,908	376,730	349,901	242,838	44.1	7.7	30.3
16 – older	970,129	682,543	540,726	446,024	21.2	26.2	42.1
16 – 17	57,058	47,120	32,184	22,334	44.1	46.4	21.1
18 – 19	52,767	45,306	28,423	22,898	24.1	59.4	16.5
20 – 24	155,676	97,859	60,530	55,787	8.5	61.7	59.1
25 – 34	240,775	129,961	112,742	105,121	7.2	13.3	85.3
35 – 44	142,806	107,548	104,733	85,937	21.9	2.7	32.8
45 – 54	112,866	100,983	83,176	64,078	29.8	21.4	11.8
55 – 64	98,961	76,205	58,981	47,451	24.3	29.2	29.9
65 and older	109,220	77,561	59,957	42,418	41.3	29.4	40.8

MALE

Total	713,370	523,265	444,924	347,636	28.0	17.6	36.3
0 – 15	250,363	193,108	178,671	124,335	43.7	8.1	29.6
16 – older	471,007	330,157	266,253	223,301	19.2	24.0	42.7
16 – 17	29,100	25,200	16,165	11,278	43.3	55.9	15.5
18 – 19	26,911	20,720	13,402	10,841	23.6	54.6	29.9
20 – 24	78,149	45,254	28,283	27,291	3.6	60.0	72.7
25 – 34	115,572	64,769	56,768	52,904	7.3	14.1	78.4
35 – 44	70,118	53,040	52,460	43,559	20.4	1.1	32.2
45 – 54	55,530	49,431	42,029	32,831	28.0	17.6	12.3
55 – 64	47,897	37,653	29,267	24,161	21.1	28.7	27.2
65 and older	47,730	34,090	27,879	20,436	36.4	22.3	40.0

FEMALE

Total	739,667	536,008	445,703	341,226	33.5	20.3	38.0
0 – 15	240,545	184,838	171,230	118,503	44.5	7.9	30.1
16 – older	499,122	351,169	274,473	222,723	23.2	27.9	42.1
16 – 17	27,958	23,153	16,019	11,056	44.9	44.5	20.8
18 – 19	25,856	23,649	15,021	12,057	24.6	57.4	9.3
20 – 24	77,527	51,013	32,247	28,496	13.2	58.2	52.0
25 – 34	125,203	65,616	55,974	52,217	7.2	17.2	90.8
35 – 44	72,688	53,935	52,273	42,378	23.3	3.2	34.8
45 – 54	57,336	50,610	41,147	31,247	31.7	23.0	13.3
55 – 64	51,064	39,499	29,714	23,290	27.6	32.9	29.3
65 and older	61,490	43,694	32,078	21,982	45.9	36.2	40.7

Source: U. S. Bureau of the Census, Census of Population, 1950, 1960, 1970, 1980. (Note: Age distributions by Sex for 1980 are estimates prepared by Labor Market Information Services, Utah Department of Employment Security.)

TABLE 1.3

PERCENT DISTRIBUTION OF UTAH POPULATION
BY AGE AND SEX
Census Years 1950 to 1980

TOTAL

Age Group	1980	1970	1960	1950
Total	100%	100%	100%	100%
0–15	34	36	39	35
16–older	66	64	61	65
16–17	4	4	4	3
18–19	4	4	3	3
20–24	11	9	7	8
25–34	17	12	13	15
35–44	10	10	12	12
45–54	8	10	9	9
55–64	7	7	7	7
65 and older	7	7	7	6

MALE

Total	49%	49%	50%	50%
0–15	17	18	20	18
16–older	32	31	30	32
16–17	2	2	2	2
18–19	2	2	2	2
20–24	5	4	3	4
25–34	8	6	6	8
35–44	5	5	6	6
45–54	4	5	4	4
55–64	3	3	4	4
65 and older	3	3	3	3

FEMALE

Total	51%	51%	50%	50%
0–15	17	18	19	17
16–older	34	33	31	33
16–17	2	2	1	1
18–19	2	2	1	1
20–24	6	5	4	4
25–34	9	6	7	7
35–44	5	5	6	6
45–54	4	5	5	5
55–64	4	4	3	3
65 and older	4	4	4	3

Source: Calculated from Table 1.2

TABLE 1.4

DISTRIBUTION OF UTAH FEMALE POPULATION 16 YEARS AND OLDER, BY COUNTY, Census Years 1950 to 1980

Planning District and County	1980	1970	1960	1950	Percent Change 1950 – 1980
State Total	499,122	351,169	274,473	222,723	124.1
Bear River	31,977	23,739	19,260	17,437	83.8
Box Elder	11,513	8,676	7,294	5,949	93.5
Cache	19,756	14,530	11,484	11,015	79.4
Rich	708	533	482	473	49.7
Wasatch Front	321,830	234,020	179,763	136,274	136.2
North	97,106	72,085	52,468	37,433	159.4
Morgan	1,679	1,215	861	765	119.5
Weber	50,397	42,792	34,126	27,527	83.1
Davis	45,028	28,078	17,481	9,142	392.5
South	224,724	161,935	127,295	98,841	127.4
Salt Lake	216,021	155,434	122,230	94,553	128.5
Tooele	8,703	6,501	5,065	4,288	103.0
Mountainlands	80,700	51,425	36,637	29,840	170.4
Summit	3,662	1,856	1,749	2,079	76.2
Utah	74,143	47,663	33,274	26,075	184.3
Wasatch	2,894	1,906	1,614	1,686	71.6
Central	16,359	12,164	11,732	13,844	18.2
Juab	1,903	1,563	1,484	1,889	18.2
Millard	2,886	2,315	2,322	2,714	6.3
Piute	468	364	443	538	−13.0
Sanpete	5,174	3,907	3,673	4,426	16.9
Sevier	5,260	3,512	3,308	3,688	42.6
Wayne	668	503	502	589	13.4
Southwestern	18,964	118,13	9,387	9,249	105.0
Beaver	1,495	1,297	1,322	1,513	−1.2
Garfield	1,240	1,036	1,019	1,175	5.5
Iron	6,073	4,120	3,215	2,957	105.4
Kane	1,365	797	774	681	100.4
Washington	8,791	4,563	3,057	2,923	200.8
Uintah Basin	10,976	6,254	5,568	5,218	110.3
Daggett	249	200	326	101	146.5
Duchesne	4,081	2,214	1,995	2,207	84.9
Uintah	6,645	3,840	3,247	2,910	128.4
Southeastern	18,316	11,754	12,126	10,861	68.6
Carbon	7,606	5,543	6,386	7,129	6.7
Emery	3,832	1,616	1,660	1,823	110.2
Grand	2,758	2,005	1,753	554	397.8
San Juan	4,120	2,590	2,327	1,360	202.9

Source: U. S. Bureau of the Census, Census of Population 1950, 1960, 1970, 1980. (Note: male--female distribution for 1980 are estimates by Labor Market Information Services, Utah Department of Employment Security.)

TABLE 1.5

DISTRIBUTION OF UTAH'S MALE POPULATION 16 YEARS AND OLDER, BY COUNTY, Census Years 1950 to 1980

Planning District and County	1980	1970	1960	1950	Percent Change 1950 – 1980
State Total	471,007	330,157	266,253	223,301	110.9
Bear River	31,010	23,239	19,581	18,232	70.1
Box Elder	11,092	8,461	7,356	6,219	78.4
Cache	19,188	14,299	11,679	11,459	67.5
Rich	730	479	546	554	31.8
Wasatch Front	301,582	217,989	171,622	133,031	126.7
North	93,645	70,352	51,572	37,418	150.3
Morgan	1,630	1,203	852	826	97.3
Weber	47,217	39,630	33,032	26,917	75.4
Davis	44,798	29,519	17,688	9,675	363.0
South	207,937	147,637	120,050	95,613	117.5
Salt Lake	199,176	140,833	114,471	90,685	119.6
Tooele	8,761	6,804	5,605	4,928	77.8
Mountainlands	76,328	47,794	35,496	29,782	156.3
Summit	3,248	1,873	1,756	2,225	46.0
Utah	70,303	44,097	32,171	25,806	172.4
Wasatch	2,777	1,824	1,569	1,751	58.6
Central	15,352	11,669	11,358	14,282	7.5
Juab	1,870	1,505	1,394	1,885	–0.8
Millard	2,737	2,199	2,278	2,966	–7.7
Piute	441	416	443	562	–21.5
Sanpete	4,829	3,733	3,552	4,508	7.1
Sevier	4,831	3,278	3,165	3,736	29.3
Wayne	644	538	526	625	3.0
Southwestern	18,302	11,514	9,627	9,904	84.8
Beaver	1,446	1,291	1,343	1,818	–20.5
Garfield	1,200	999	1,114	1,248	–3.8
Iron	5,832	4,108	3,337	3,144	85.5
Kane	1,320	785	807	698	89.1
Washington	8,504	4,331	3,026	2,996	183.8
Uintah Basin	10,769	1,245	5,823	5,764	86.8
Daggett	242	158	380	132	83.3
Duchesne	3,994	2,244	2,066	2,476	61.3
Uintah	6,533	3,843	3,377	3,156	107.0
Southeastern	17,664	11,707	12,720	12,306	43.5
Carbon	7,126	5,347	6,585	8,071	–11.7
Emery	3,755	1,675	1,691	1,996	88.1
Grand	2,755	2,033	2,014	635	333.8
San Juan	4,017	2,652	2,430	1,604	150.4

Source: U. S. Bureau of the Census, Census of Population 1950, 1960, 1970, 1980. (Note male--female distribution for 1980 are estimates by Labor Market Information Services, Utah Department of Employment Security.)

CHAPTER 2
LABOR FORCE CHARACTERISTICS

Between 1950 and 1980, Utah's labor force nearly tripled in size, became younger as the youth age groups (16 to 24 years) increased their share, and dramatically increased the female share. The growth rate of the labor force accelerated in the 1970's, almost doubling the growth rate of the two previous decades. The increased participation rates of both males and females is perhaps the most notable change. These changes occurred in the national labor force, but have been more accentuated in Utah.

Labor Force Growth

As illustrated in Table 2.1, Utah's labor force increased 170 percent from 238,115 in 1950 to 641,756 in 1980 compared to an increase of 83 percent in the nation's labor force. A major share of Utah's labor force growth occurred between 1970 and 1980 when it increased by 61 percent, while the nation's labor force increased by only 33 percent.

Of the total 403,641 increase in Utah's labor force between 1950 and 1980, over half (51 percent), or 204,961 were females. Men accounted for 49 percent or 198,680 of the total gain. These figures show that the female portion of the labor force increased by 364 percent, while the male portion increased by only 109 percent over the last 30 years. During the same period, the United States female labor force grew by 175 percent and the male labor force by only 43 percent. Table 2.2 shows Utah's labor force growth by age and sex. The median age of Utah's labor force was about 36 years in 1950. By 1980, it had dropped to about 31 years, partly due to the increasingly larger share of young members (age 16 to 24) of the labor force. In 1950 this age group supplied about 20 percent of the state's labor force; by 1980, its share rose to almost 30 percent. In contrast, the age group 35 and over, has accounted for an increasingly smaller share of the total (54 percent in 1950, 42 percent in 1980).

Nearly 54 percent of the total increase in the labor force is contributed by the 20 to 34 age groups. For males, these ages contributed almost 56 percent of the labor force growth, for females nearly 52 percent. This illustrates the effect of the post-World War II baby boom on the labor force.

It is interesting to note that of the total growth of the labor force, the age groups under 35 years accounted for more than half of the growth for males; while for females the age groups 35 and over accounted for more than half of the growth. This may indicate a tendency of mothers to enter or re-enter the labor market after they raised their children.

One of the most significant changes in Utah's labor force since 1950 has been the male-female mix. In 1950, males comprised 76.4 percent of the total labor force, and females 23.6 percent. This was a ratio of 3 males to 1 female in the labor force. By 1980, females had increased their share of the labor force by 17.1 percentage points to account for 40.7 percent of the total. This reduced the ratio by almost one-half, to 1.46 males for each female in the labor force (see Table 2.3 and Chart 2.1). Similar shifts in the male-female composition of the national labor force occurred during these same years, but to a slightly lesser degree. Nationally, the female share of the labor force increased from 27.8 percent in 1950 to 41.9 percent in 1980, a gain of 14.1 percentage points. This change resulted in a ratio of 1.4 males per female in the labor force of the United States in 1980, compared to 2.6 to 1 in 1950.

Table 2.3 shows that females increased their share of Utah's labor force in each of the age groups. The largest share gains were made in the 65 and over age group (20.8 percentage points), and in the 25 to 34 age group (20.3 percentage points). Apparently more men of retirement age are leaving the labor force than are women, and women of child bearing years and beyond have entered the labor force in increasing numbers. The other point of significance shown in Table 2.3 is that the largest percentage point gains in female share of Utah's labor force have occurred in the age groups 25 years and older.

The number of youth, ages 16 to 24, in Utah's labor force increased by 142,051 (296 percent) between 1950 and 1980. This represented 35 percent of the total gain in the labor force, and simultaneously increased youth's share of the total labor force from 20 percent in 1950 to nearly 30 percent in 1980. Young women increased their labor force numbers by 413 percent, while young men gained by 235 percent. A major share of these gains, 99 percent for young women and 89 percent for young men occurred during the 1970's. Despite the faster growth rates for women, there were actually more young men who entered the labor force than women. Men accounted for 52 percent of the total increase, and women 48 percent between 1950 and 1980. Again, approximately two-thirds of the total 30-year increase in the youth-age labor force occurred between 1970 and 1980. Nationally, the number of youth in the labor force increased only 160 percent between 1905 and 1980; just over one-half as fast in Utah.

Labor Force Participation

Previous paragraphs have described the changes relating to growth in Utah's labor force. The other, and equally significant, change in the state's labor force is in labor force participation. Following paragraphs describe these changes.

The most dramatic changes in labor force participation have been among the female participants. Between 1950 and 1980 the labor force participation rate for women in Utah increased from 25.2 percent to 52.4 percent (see Chart 2.2). This means that the ratio of women participating in the labor force has more than doubled in the last 30 years, with more than one-third of that increase occurring in the 1970's. As shown in Table 2.4 and Chart 2.3, all age groups shared in producing the higher labor force participation rates for women. The highest participation rate gains were made in the 20 to 54 age groups where the participation rate increase ranged from 28 to 36 percentage points. In these age groups, the average participation rate in 1980 was about 62 percent. Nearly one-half of each of these increases has occurred during the 1970 to 1980 period. Also noteworthy is the increasing participation rates among teenaged women (16 to 19 years). Those young women ages 16 and 17 in particular have increased labor force participation dramatically in the 1970's–from 25 percent in 1970 to 48 percent in 1980. The 18 and 19 year old women simultaneously increased their participation rate from 49 percent to 65 percent. Women 55 and older have also increased their participation rates. For those women 55 to 64 years of age the rate has gone from 22 percent in 1950 to 41 percent in 1980. However, the participation rate for this age group peaked in 1970 at 45 percent. Labor force participation for women 65 and over peaked at 10 percent in 1960, and has since declined to 8.1 percent in 1980.

Coincident to the changes occurring in women's labor force participation are changing participation patterns for men. The changes for men's labor force participation have been of significantly lesser magnitude and generally in the opposite direction. Overall, between 1970 and 1980 the labor force participation rate for men declined from 82.5 percent in 1950 to 81.8 percent in 1980. This contrasts to the women's increase from 25 percent to 52 percent. The decrease in the men's participation rate is wholly attributable to the declining participation by men aged 45 years and older where labor force participation rates declined 1.6 percentage points for the 55 to 64 age group, and 25.3 percentage points for the 65 and older group. All other male age groups experienced increased participation rates between 1950 and 1980. Small gains of 2 percentage points for the 35 to 44 age group, and 5.5 percentage points for the 25 to 34 age group were experienced. The largest gains in participation rates were registered by the youth age group (16 to 24 years) where the average increase was over 15 points. Labor force participation rates ranged from only 20 percent for the 65 and older group to 98 percent for those 35 to 44 years old in 1980. The 1970 to 1980 changes in male participation rates are illustrated in Chart 2.4.

In all age groups the male labor force participation rates exceed those of females of corresponding age groups, by an average of 1.5 times. However, the differential in the male-female labor force participation rates has been converging over the last thirty years. In 1950, the overall male labor force participation rate exceeded that of women by 57.3 percentage points, but in 1980 the difference was only 29.4 percentage points. Most of this convergence has resulted from the more than doubling of the female participation rate over these years.

Corresponding and similar labor force participation rate changes occurred in the national labor force between 1950 and 1980. Female labor force participation rates increased by 21.6 percentage points to a level of 51.6 percent in 1980, while the participation rate for men declined 5.6 percentage points to 74.4 percent. These changes are illustrated in Table 2.5.

Summarizing the comparative changes in labor force participation rates for Utah and the United States points out that women in Utah, in the last 30 years, have increased participation at a faster rate than the nation; and now surpass the national participation rate--52.4 percent for Utah compared to 51.6 percent for United States. Also, men in Utah continue to participate in the labor force at higher rates than men do nationally--81.8 percent for Utah compared to 74.4 percent for the United States. Like the nation, labor force participation by men in Utah has declined in the last 30 years only at a much slower rate. Utah's male participation rate dropped only 0.7 percentage points compared to 5.6 percentage points nationally from 1950 to 1980. In either case, it appears that as women have become more active in the labor force, men have tended to become less active.

Table 2.6 presents Utah labor force participation rates by marital status. Participation rates for those who have never been married for both sexes have increased significantly between 1950 and 1980. For never married women participation rates doubled from 36 percent to 72 percent during this period, and nearly match the rate for never married men in 1980. Most of this increase, 24 percentage points, occurred between 1970 and 1980; the increase for the previous 20 years was only 11 percentage points. The never married group mainly consists of persons ages 24 and younger. The increase in labor force participation rates for these groups, both male and female, support the fact mentioned earlier of increased youth age participation in the labor force. These data also show that young women's participation rates have increased more rapidly than for young men.

Married men in Utah with a wife present have decreased their labor force participation rate by over 6 percentage points--from 91 percent to 85 percent between 1950 and 1980. Married men with no wife present, for the same time period, increased their labor force participation rate by nearly 8 percentage points. Among married women in Utah, those with a husband present show a 26 percentage point increase in their labor force participation rate--from 19 percent in 1950 to 45 percent in 1980. For married women, with husband absent, the labor force participation rate increased by 30 percentage points for the same time period. Married women represent the largest share of the female labor force in Utah and also contribute most to the overall increase in female labor force participation. These data for married persons in the labor force also seem to indicate that as married women work more, married men tend to work less.

Labor force participants whose spouse has died have decreased their participation in the labor force by 9 percentage points for men, and 7 percentage points for women between 1960 and 1980. Conversely, divorced individuals, both male and female, have increased their rate of labor force participation in the last 20 years. For divorced women the increase has occurred almost entirely in the last 10 years.

Chart 2.5 illustrates comparisons between Utah and the Untited States of 4 common reasons why men and women did not participate in the labor force in 1980. It is evident from the chart that there are no significant differences between the state and the nation in these matters. The most common reason for not participating in the labor force is retirement for men, and housework for women. These reasons are followed by those who are students, thus not participating in the labor force, for both sexes. Then there are those who are unable, due to sickness etc., to participate.

Chart 2.6 provides a historical review of reasons men and women in the United States have not participated in the labor force. Historical data for Utah is not available, but the U. S. characteristics are probably applicable to the state. This chart shows that the percent of women giving housework duties as their reason for not working is declining slowly, particularly in the 1970's. Men using housework as a reason for not participating in the labor force has remained

stable. The share of both men and women claiming retirement or another reason has risen since 1960. Approximately forty percent of men not in the labor force are retired. Between 1970 and 1980 women giving retirement as a reason for not being in the labor force increased at a similar rate as men for the same period. However, the percentage of women using this reason was only about one seventh that of men.

Both males and females are not giving education as a reason for not being part of the labor force as often as in earlier years. This decline suggests an economic need to work during school years. The increase in youth age group labor force participation also supports this idea.

TABLE 2.1

CIVILIAN LABOR FORCE FOR UTAH BY AGE AND SEX 1950, 1960, 1370, and 1980

TOTAL

Age Group	Utah				Percent Change 1950 – 1980	
	1980	1970	1960	1950	Utah	U. S.
16 – older	641,756	399,162	309,607	238,115	169.5	82.6
16 – 17	29,599	16,708	12,040	6,015	392.1	255.8
18 – 19	37,207	23,408	15,673	11,385	226.8	469.6
20 – 24	123,275	60,287	35,045	30,630	302.5	127.0
25 – 34	185,174	84,373	68,112	60,800	204.6	99.8
35 – 44	112,004	76,442	70,126	52,965	111.5	49.6
45 – 54	83,938	73,312	59,103	39,640	111.8	59.2
55 – 64	55,984	49,837	36,751	26,050	114.9	68.0
65 and older	14,575	14,595	12,757	10,630	37.1	4.8

MALE

16 – older	380,550	253,524	217,215	181,870	109.2	43.2
16 – 17	16,151	10,796	7,754	4,100	293.9	170.9
18 – 19	20,426	11,946	8,789	6,605	209.3	100.6
20 – 24	69,084	33,184	22,010	20,860	231.2	95.2
25 – 34	111,180	58,653	52,535	48,805	127.8	59.4
35 – 44	67,664	50,101	50,173	40,980	65.1	19.5
45 – 54	51,199	46,375	40,411	30,380	68.5	27.9
55 – 64	35,252	32,129	25,989	20,935	68.4	31.6
65 and older	9,594	10,340	9,554	9,205	4.2	– 21.0

FEMALE

16 and older	261,206	145,638	92,392	56,245	364.4	175.2
16 – 17	13,448	5,912	4,286	1,915	602.2	464.6
18 – 19	16,781	11,462	6,884	4,780	251.1	220.8
20 – 24	54,191	27,103	13,035	9,770	454.7	180.5
25 – 34	73,994	25,920	15,577	11,995	516.9	207.9
35 – 44	44,340	26,341	19,953	11,985	270.0	127.2
45 – 54	32,739	26,937	18,692	9,260	253.6	144.3
55 – 64	207,32	17,708	10,762	5,115	305.3	461.9
65 and older	4,981	4,255	3,203	1,425	249.5	125.6

Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.

TABLE 2.2

SHARE OF UTAH LABOR FORCE GROWTH BY AGE AND SEX 1950 to 1980

Age Group	Total Growth	Percent of Total		Percent of Increase by Age		
		Male	Female	Total	Male	Female
Total	403,641	49.2%	50.8%	100.0%	100.0%	100.0%
16 -- 17	23,584	51.1	48.9	5.8	6.0	5.6
18 – 19	25,822	53.6	46.4	6.4	7.0	5.9
20 – 24	92,645	52.1	47.9	23.0	24.3	21.7
25 – 34	124,374	50.2	49.8	30.8	31.4	30.2
35 – 44	59,039	45.2	54.8	14.6	13.4	15.8
45 – 54	44,298	47.0	53.0	11.0	10.5	11.5
55 – 64	29,934	47.8	52.2	7.4	7.2	7.6
65 and older	3,945	9.9	90.1	1.0	0.2	1.7

Source: Calculated from Table 2.1

TABLE 2.3

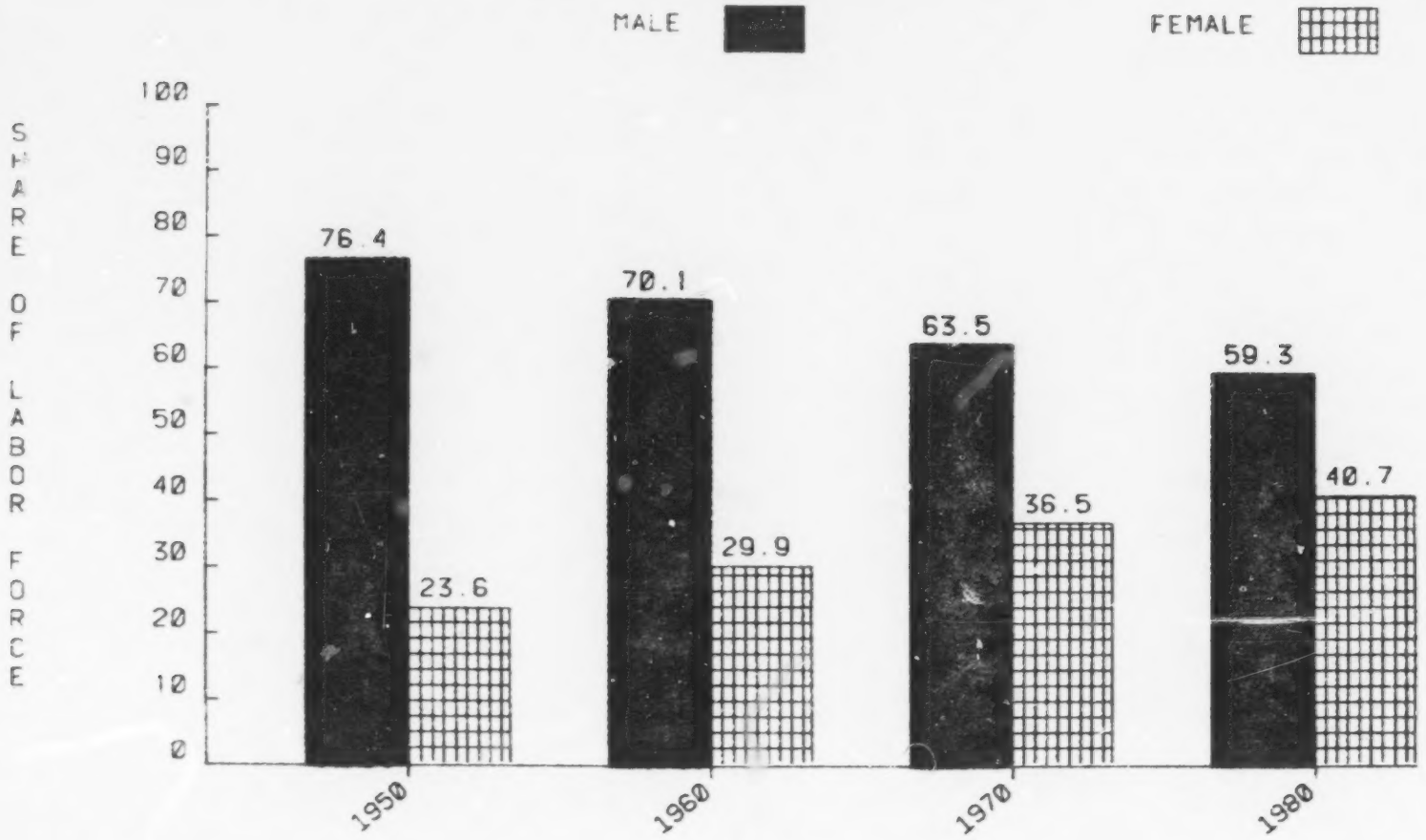
SHIFT IN MALE – FEMALE SHARE OF UTAH'S LABOR FORCE BY AGE GROUP 1950 to 1980

Age Group	Female		Male		Percentage Point Change	
	1980	1950	1980	1950	Female	Male
Total	40.7%	23.6%	59.3%	76.4%	17.1	– 17.1
16 – 17	45.4	31.8	54.6	68.2	13.6	– 13.6
18 – 19	45.1	42.0	54.9	58.0	3.1	– 3.1
20 – 24	43.9	31.9	56.1	68.1	12.0	– 12.0
25 – 34	40.0	19.7	60.0	80.3	20.3	– 20.3
35 – 44	39.6	22.6	60.4	77.4	17.0	– 17.0
45 – 54	39.0	23.4	61.0	76.6	15.6	– 15.6
55 – 64	37.0	19.6	63.0	80.4	17.4	– 17.4
65 and older	34.2	13.4	65.8	86.6	20.8	– 20.8

Source: Calculated from Table 2.1

CHART 2.1

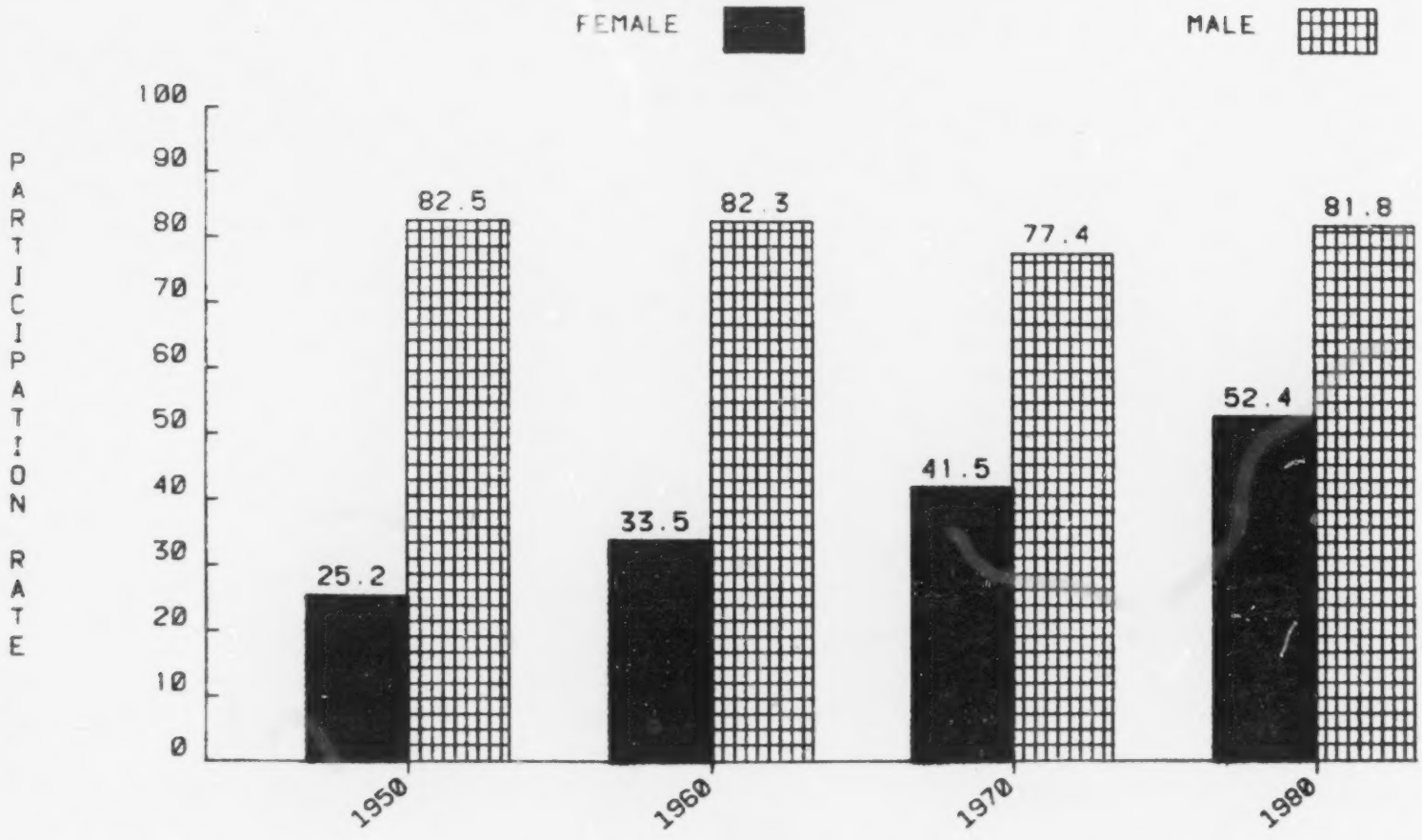
THE SHARE OF THE LABOR FORCE
BY SEX FOR UTAH, 1950 TO 1980



Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.

CHART 2.2

CHANGE IN UTAH'S LABOR FORCE PARTICIPATION RATE FOR MEN AND WOMEN, 1950 TO 1980



Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.

TABLE 2.4

CIVILIAN LABOR FORCE PARTICIPATION RATES FOR UTAH BY AGE AND SEX 1950 – 1980

TOTAL

Age Group	1980	1970	1960	1950
16 – older	66.6	58.9	57.4	52.5
16 – 17	51.9	34.6	42.3	49.3
18 – 19	70.9	53.0	55.1	49.5
20 – 24	80.3	63.6	59.1	55.2
25 – 34	77.5	64.9	61.2	57.8
35 – 44	79.1	72.0	67.2	62.3
45 – 54	74.6	73.5	70.4	62.5
55 – 64	56.6	64.7	61.5	55.8
65 and older	13.3	18.8	21.3	25.2

MALE

16 – older	81.8	77.4	82.3	82.5
16 – 17	55.5	42.8	46.9	36.7
18 – 19	76.6	58.2	66.6	62.6
20 – 24	90.9	75.7	81.6	77.7
25 – 34	97.8	90.6	94.7	92.3
35 – 44	98.0	95.9	96.9	96.0
45 – 54	92.8	94.3	95.5	94.4
55 – 64	73.7	85.5	87.7	87.6
65 and older	20.1	30.3	34.3	45.4

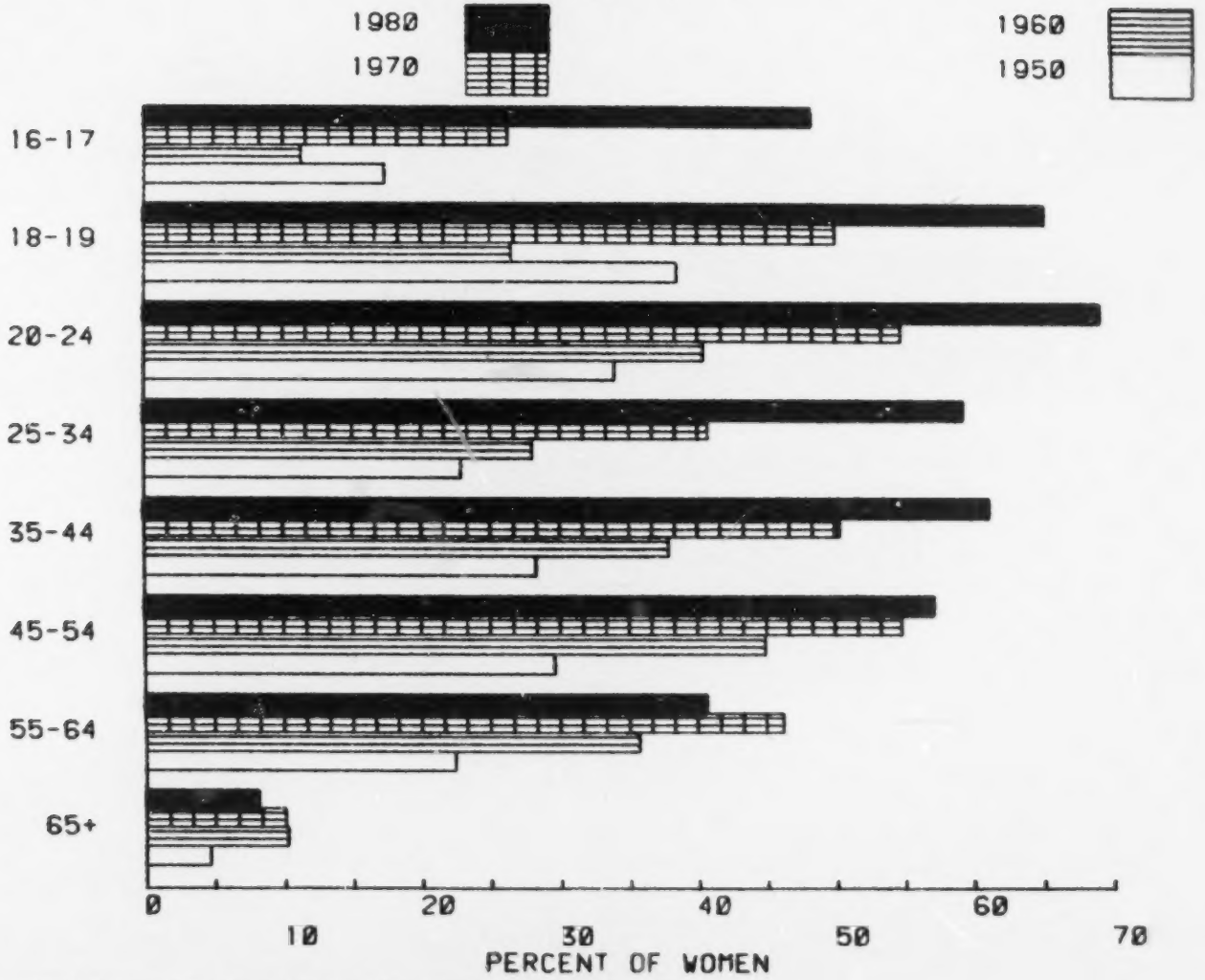
FEMALE

16 – older	52.4	41.5	33.5	25.2
16 – 17	48.1	25.5	26.5	17.4
18 – 19	64.9	48.5	45.1	38.4
20 – 24	69.9	53.2	40.3	34.0
25 – 34	59.1	39.5	28.0	22.9
35 – 44	61.1	48.9	37.9	28.3
45 – 54	57.1	53.2	44.9	29.6
55 – 64	40.6	44.9	35.7	22.4
65 and older	8.1	9.7	10.0	6.5

Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.

CHART 2.3

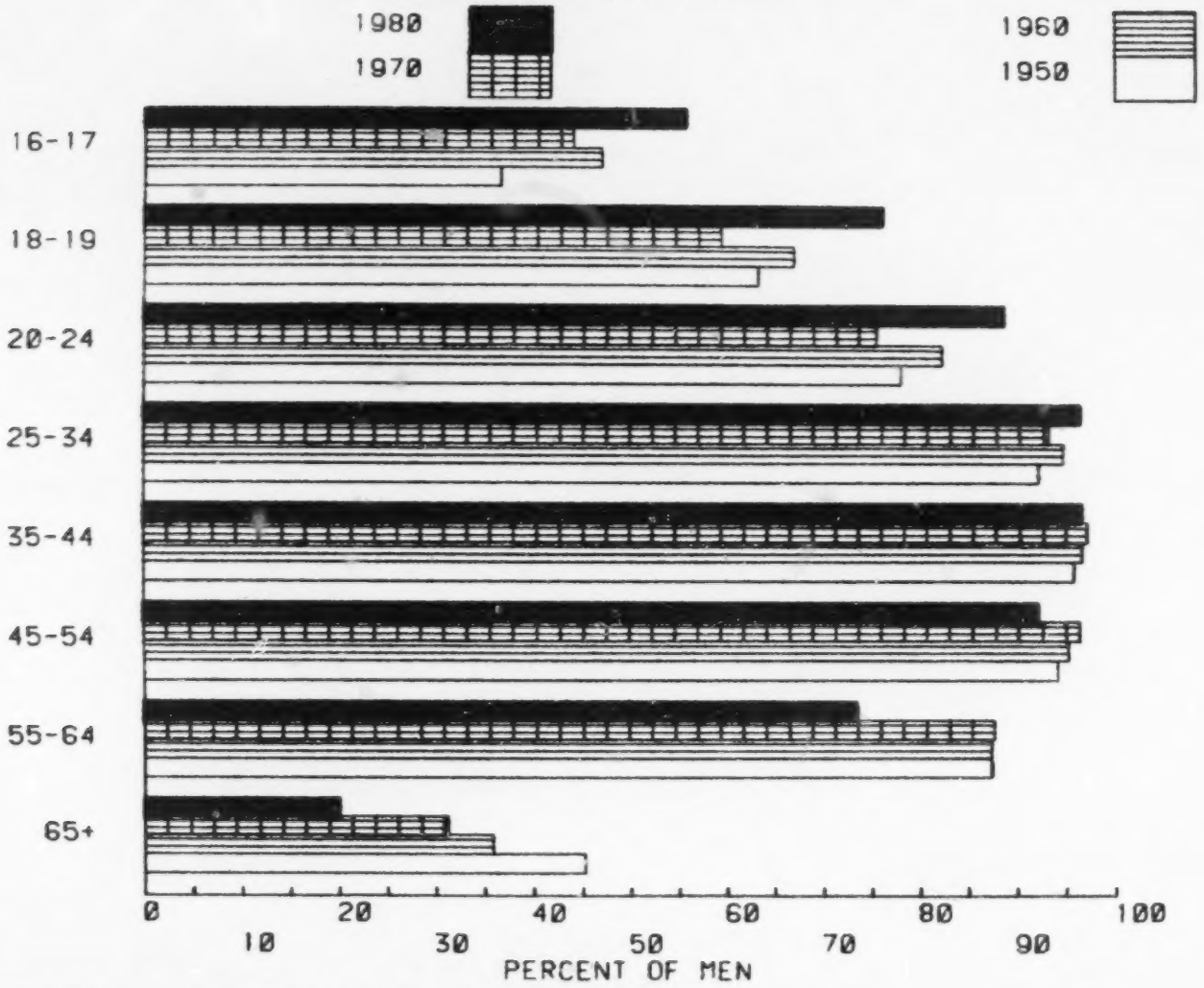
FEMALE LABOR FORCE PARTICIPATION RATES, BY AGE
FOR UTAH 1950, 1960, 1970, 1980



Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.

CHART 2.4

MALE LABOR FORCE PARTICIPATION RATES, BY AGE FOR UTAH 1980, 1970, 1960, 1950



Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.

TABLE 2.5

LABOR FORCE PARTICIPATION RATES FOR THE UNITED STATES, BY SEX AND AGE 1950 – 1980

TOTAL

Age Group	1980	1970	1960	1950
16 – older	63.0	58.0	60.0	54.0
16 – 17	47.0	30.0	37.0	28.0
18 – 19	86.0	54.0	60.0	35.0
20 – 24	77.0	68.0	67.0	62.0
25 – 34	80.0	69.0	66.0	60.0
35 – 44	80.0	72.0	70.0	64.0
45 – 54	75.0	73.0	72.0	62.0
55 – 64	56.0	57.0	61.0	53.0
65 and older	13.0	16.0	21.0	24.0

MALE

16 – older	74.4	79.7	83.3	80.0
16 – 17	50.1	47.0	46.0	38.0
18 – 19	71.5	66.7	69.3	67.0
20 – 24	86.0	83.3	88.1	81.9
25 – 34	95.3	96.4	97.5	89.3
35 – 44	95.5	96.9	97.7	93.6
45 – 54	91.2	94.2	95.7	91.7
55 – 64	72.3	83.0	86.8	83.4
65 and older	19.1	26.8	33.1	41.5

FEMALE

16 – older	51.6	43.3	37.7	30.0
16 – 17	43.8	34.9	29.1	18.0
18 – 19	62.1	53.6	50.9	44.0
20 – 24	69.0	57.7	46.1	43.2
25 – 34	65.4	45.0	36.0	31.7
35 – 44	65.5	51.1	43.4	34.9
45 – 54	59.9	54.4	49.8	32.8
55 – 64	41.5	43.0	37.2	23.4
65 and older	8.1	9.7	10.8	8.0

Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, U. S. Bureau of Labor Statistics, *"Employment and Earnings,"* January 1981.

TABLE 2.6

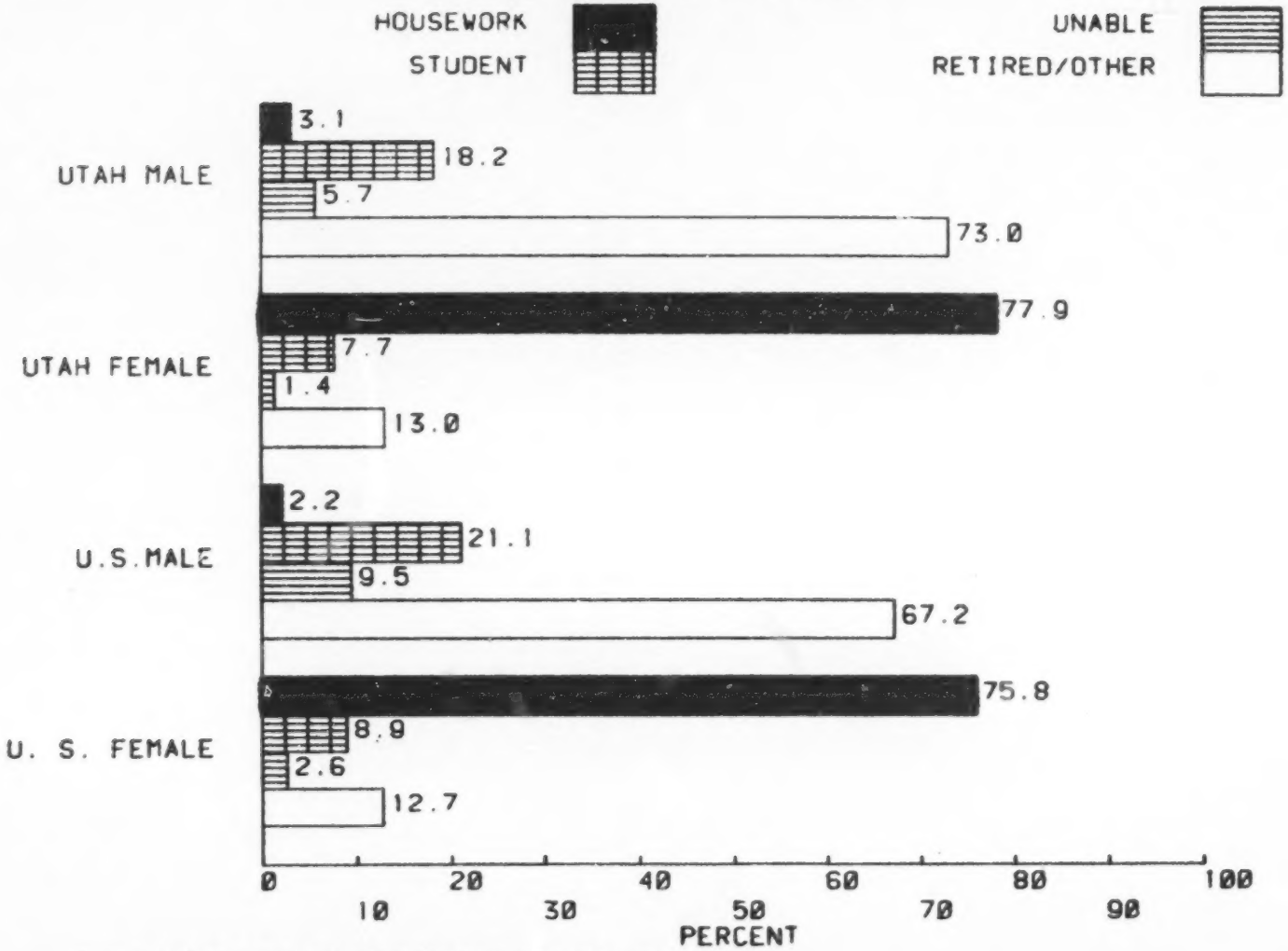
UTAH LABOR FORCE PARTICIPATION RATES
BY MARITAL STATUS
1950 – 1980

Maritial Status	1980	1970	1960	1950
Never Been Married				
Male	72.7	56.3	53.0	52.6
Female	72.1	47.8	39.8	36.8
Married				
Wife present	85.1	87.5	91.0	91.3
Wife absent	71.7	71.6	70.6	63.9
Husband present	44.9	40.0	29.3	19.0
Husband absent	67.7	42.3	39.8	33.7
Widowed				
Male	28.1	33.3	37.5	–
Female	21.0	27.8	28.0	–
Divorced				
Male	78.2	74.3	73.7	–
Female	76.3	66.6	66.5	–

Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.
(Based on historical trends.)

CHART 2.5

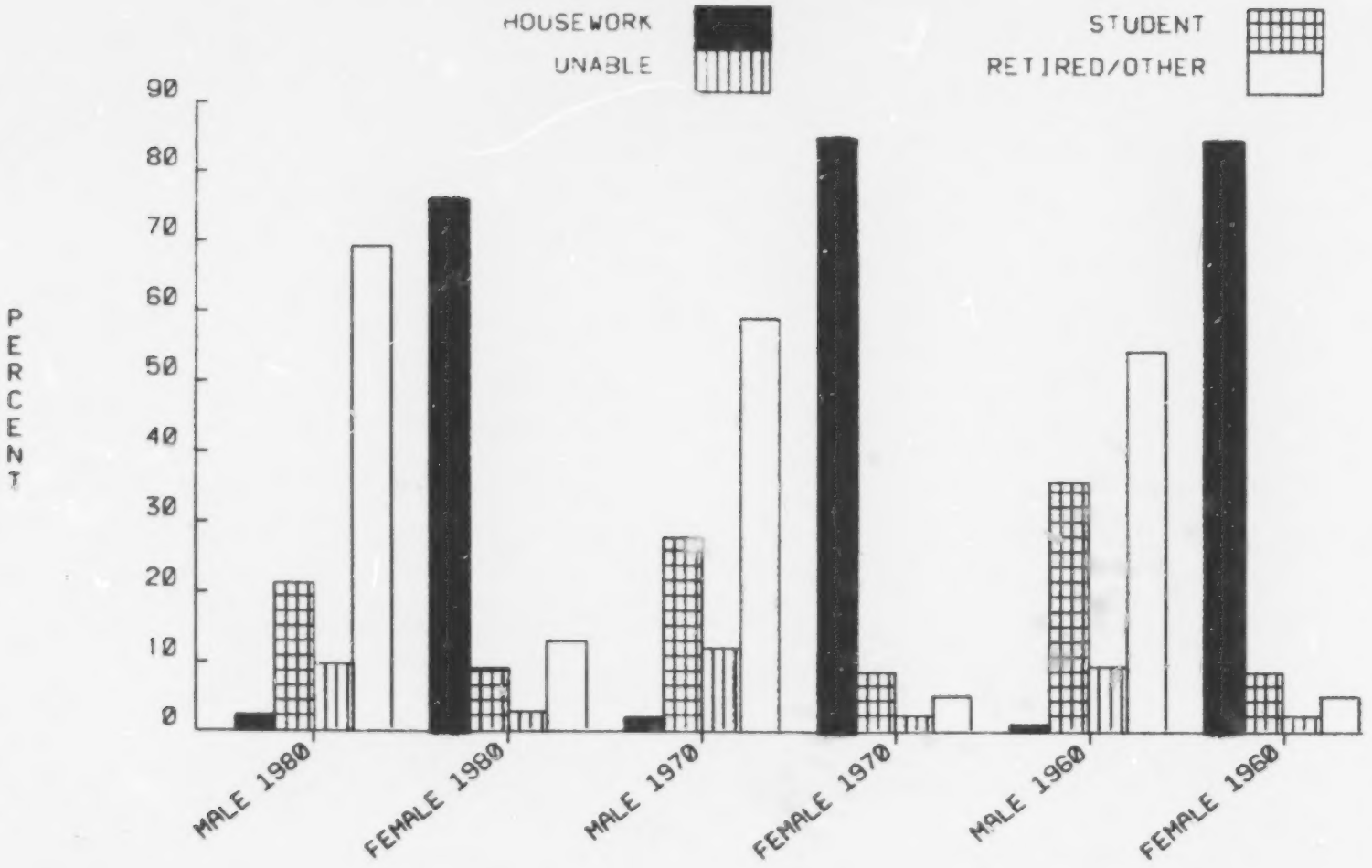
REASON FOR NONPARTICIPATION IN THE LABOR FORCE
UTAH AND THE UNITED STATES 1980



Source: U. S. Bureau of Labor Statistics, Current Population Survey.
Utah Department of Employment Security Labor Market Information Services.
Based on historical data.

CHART 2.6

REASON FOR NONPARTICIPATION IN THE LABOR FORCE
UNITED STATES 1960, 1970, 1980



Source: United States Bureau of Labor Statistics, "Employment and Earnings", Annual Summaries of the Current Population Surveys for 1960, 1970, 1980.

CHAPTER 3
OCCUPATIONAL CHARACTERISTICS

As the number of women in Utah's population doubled between 1950 and 1980, the number of women in the labor force increased nearly five fold. This accounts for the doubling of the female labor force participation rate in the same period, and the increased number of women in various occupation groups in Utah.

The increased participation in Utah's labor force by more than 188,000 women in the last thirty years (nearly 104,000 in the 1970's alone) has resulted in an increasing proportion of women in all major occupational groups. In recent years considerable attention has been focused on the broadening scope of occupations in which women participate in the labor market. Table 3.1 contains employment by major occupational groups for both men and women in Utah, showing changes that have occurred between 1950 and 1980. The data show that indeed the share of occupations filled by women has increased significantly in all the major occupational groups.

Overall, the number of women employed in the major occupational groups increased 360 percent, compared to only 103 percent for men, from 1950 to 1980. Of the total gain in employment over the 30 years, women accounted for 51.6 percent and men 48.4 percent. In the process, women increased their percentage of total employed from 23.4 to 40.9.

In the white collar occupations women in 1980 filled just over half, 50.4 percent, of all jobs. This was a gain from a 38 percent share in 1950. During the total period women added over 55 percent of the total increase in white collar jobs in Utah.

Within the white collar occupational categories--professional, managerial, sales, and clerical--women have held varying portions of total jobs in the groups. Increases in the share of these jobs held by women have also been at differing rates. For example, the clerical occupations group has traditionally been dominated by females. In 1950 clerical jobs accounted for 52 percent of all female white collar jobs and 34 percent of all jobs held by women. This share increased by 1980 to 55 percent of female white collar jobs and 36.5 percent of all female jobs. Even though the share of jobs held by women increased in all the major occupational groups, the clerical occupations group provided over one-third, 37.1 percent, of all new jobs for women between 1950 and 1980. The clerical group also claimed 55 percent of all new white collar jobs which women obtained in this period. Women outnumber men by more than 4 to 1 clerical jobs in 1980, up from only 1.5 to 1 in1950. Of the total increase in clerical jobs over the last 30 years, women have claimed over 88 percent. There is little question that if a woman participates in Utah's labor market, she has nearly a 40 percent chance of holding a position among the clerical occupations group. In fact, over 8 out of every 10 clerical jobs in Utah are held by women in 1980, up from 6 out of 10 in 1950.

Among the other white collar occupational groups, between 1950 and 1980, women increased their share of professional occupations from 36 percent to 40 percent; of managerial occupations from 12 percent to 24 percent, and of sales occupations from 35 percent to 41 percent. Significant changes have also occurred among blue collar occupation groups, where women more than doubled their share of jobs between 1950 and 1980. In 1950 women accounted for only 7.4 percent of Utah's blue collar jobs, but in 1980 that share had increased to 16.8 percent. During the 30-year period a woman filled one out of every four new blue collar jobs in Utah. Among the blue collar occupational groups--crafts, operatives, and non-farm laborers--women are most numerous in the operatives group. In 1980, women filled 33 percent of all operative jobs in the state, up from only 15 percent in 1950. Over the last 30 years, women filled more of the new operative jobs (51.4 percent) than did men. In 1980, female operative jobs account for 77 percent of all female blue collar jobs and 8 percent of all female jobs. In other blue collar occupational groups, women increased their share of jobs from 2.2 percent to 5.3 percent in crafts occupations; and from 2.4 percent to 9.7 percent in non-farm laborer occupations, respectively from 1950 to 1980.

Service occupations account for the second largest share of women in the Utah work force. In 1980, this occupational group provided about 20 percent of all jobs for women, which was the same percentage as in 1950. In service occupations, women outnumbered men by about two to one in 1980, accounting for 66 percent of the jobs, compared to 54 percent in 1950. Between 1950 and 1980 women filled 70 percent of the total new jobs occurring in the service occupations.

Chart 3.1 illustrates changes in the percentage share of women in major occupational groups from 1950 to 1980. It should be noted that of the total changes which have occurred in women's increasing share of various occupational groups over the last 30 years, more than half, 55 percent, of the change occurred between 1970 and 1980.

Table 3.2 shows comparative percentage distributions of those employed in major occupation groups by sex for Utah and the United States in 1950 and 1980. Males, both in Utah and the United States, have had significant increases (13 and 9 percentage points, respectively) in white collar occupations. These gains were experienced in the professional and managerial occupations. Utah has maintained a slightly larger share of males in white collar occupations than the nation. Concurrently, male blue collar jobs decreased as a share of total jobs in both Utah and the United States, as did farm occupations.

Only minor changes have occurred in the distribution of female occupations from 1950 to 1980 in Utah. A slight increase occurred in both blue collar and white collar occupations at the expense of a decreasing share of farm occupations. Share gains of approximately two percentage points were experienced by women in professional, managerial, clerical, and service occupations other than household, from 1950 to 1980. Decreases occurred in sales, operative, household service, and farm occupations. Nationally, the share of female white collar jobs increased by 12 percentage points, while blue collar jobs declined 8 percentage points and farm jobs declined by more than 2 percentage points. Significant gains for women nationally were experienced in professional, managerial, clerical, and other than household service occupations. Declines occurred in sales, household services, operatives, and farm occupations.

The changes that have occurred in the percentage distributions of jobs by occupational group, both nationally and in Utah, have brought the 1980 distribution for the state and the nation to be very similar. Whatever difference once existed between the United States and Utah job distribution for females have now largely disappeared. National labor market and labor force characteristics now virtually apply to Utah.

Chart 3.2 graphically compares the 1980 occupation distribution in Utah for males and females. The chart illustrates that clerical occupations are by far the most common occupation for Utah women, accounting for 36.5 percent of total employed females. On the other hand, men have only 6.1 percent of their total work force allocated to clerical occupations.

Twenty percent of women in the work force are employed in service occupations. The men and women of Utah both have about 18 percent of their work force in professional and technical occupations. In Utah, only 6.9 percent of the women in the labor force hold managerial positions, compared to 15.3 percent of the men. Both men and women have 6.2 percent of their workers in sales occupations. Males continue to dominate the crafts, operatives, blue collar labor, and farm work occupations where they have a higher percentage of their workers employed.

An historical summary of the distribution of female occupations in Utah is presented in Chart 3.3. The chart shows allocations of female jobs based on 1980 percentages. Clerical occupation groups have consistently been the largest for women, and have a larger number in 1980 than in 1950. But the years of 1960 and 1970 had higher percentage of clerical workers than 1980.

Generally, professional occupations have steadily increased, gaining 2 percentage points since 1950. The percentage of males who held managerial positions fell from 1950 to 1970, but gained 3.2 percentage points from 1970 to 1980. Women in operative occupations decreased from 1950 to 1960, but have consistently gained since then, increasing the share by a full percentage point.

These data show women have increased numbers and shares of some "traditional" male occupations--operatives, crafts, managers, and professionals. But at the same time they have also increased portions of "traditional" female occupations--namely clerical. Larger numbers of women in the working age groups, coupled with higher participation in the labor force by women accounts for this general increase of women's share of various occupational groups.

Table 3.3 shows percent distribution of employed females by major industry for Utah and the United States for December 1980. The distribution patterns are very similar, with nine of every ten working women clustered in four major industries for both Utah and the United States--manufacturing, trade, services, and government. Utah's working women's participation is slightly less concentrated in manufacturing, construction, financial, and service industries; but slightly more concentrated in mining, trade, transportation, and government industries than their national counterparts.

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TABLE 3.1

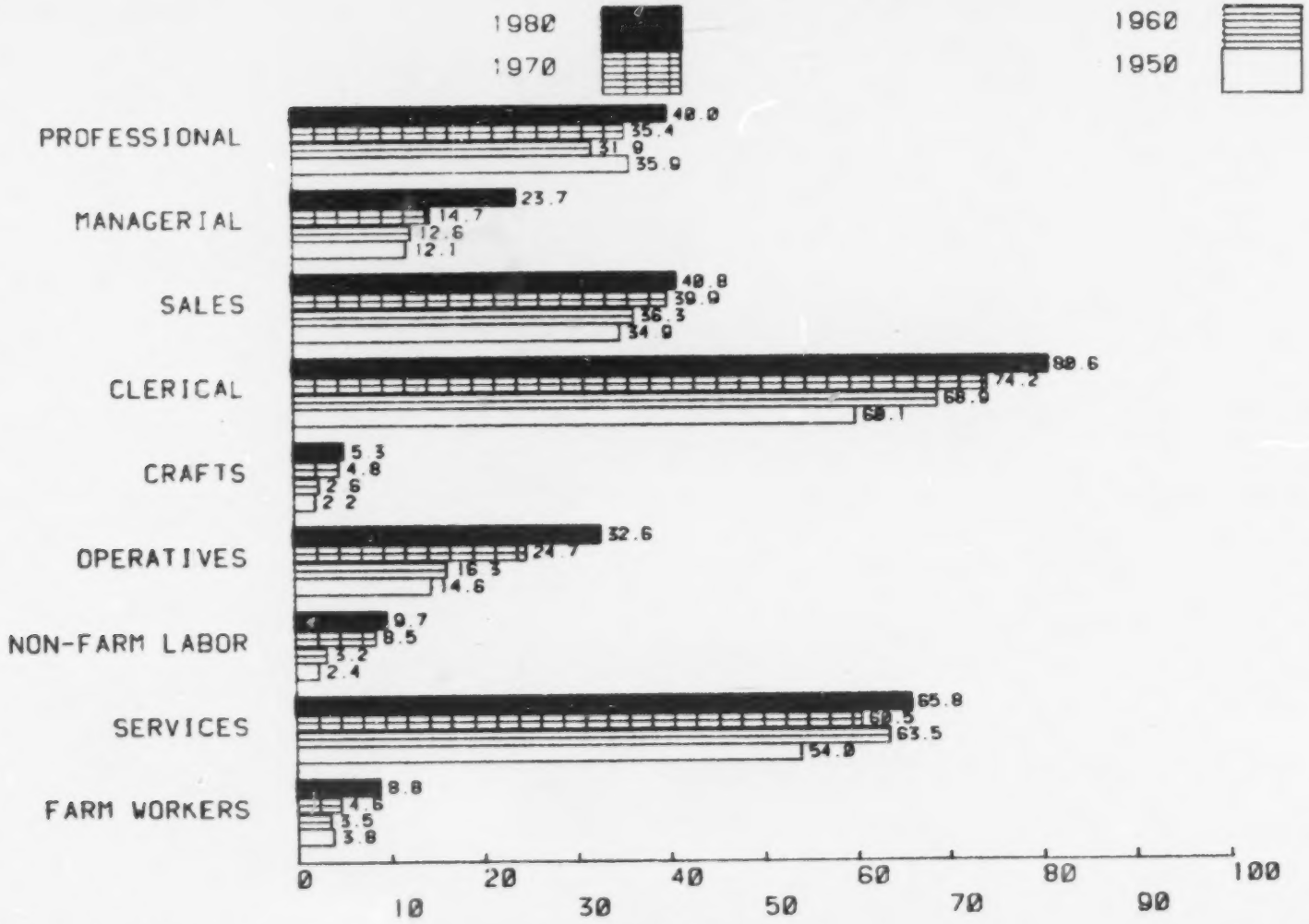
EMPLOYMENT BY MAJOR OCCUPATIONAL GROUPS AND SEX
UTAH, 1950 and 1980

	1950	1980	Changes 1950–80 Percent	Changes 1950–80 Number	Total	Share of Numerical Change Male	Share of Numerical Change Female
Total	223,366	587,976	163.2%	364,610	100.0	–	–
Male	171,047	347,483	103.2	176,436	48.4	100.0	–
Female	52,319	240,493	359.7	188,174	51.6	–	100.0
% Female	23.4	40.9		51.6			
White Collar	90,813	319,511	251.8	228,698	100.0	–	–
Male	56,500	158,611	180.7	102,111	44.6	57.9	–
Female	34,313	160,900	368.9	126,587	55.4	–	67.3
% Female	37.8	50.4		55.4			
Professional	22,360	104,669	368.1	82,309	100.0	–	–
Male	14,328	62,801	338.3	48,473	58.9	27.5	–
Female	8,032	41,868	421.3	33,836	41.1	–	18.0
% Female	35.9	40.0		41.1			
Managers	22,165	69,697	214.4	47,532	100.0	–	–
Male	19,493	53,[illegible]	172.8	33,686	70.9	19.1	–
Female	2,672	16,[illegible]18	518.2	13,846	29.1	–	7.4
% Female	12.1	23.7		29.1			
Sales	16,706	36,363	117.7	19,657	100.0	–	–
Male	10,883	21,527	97.8	10,644	54.1	6.0	–
Female	5,823	14,836	154.8	9,013	45.9	–	4.8
% Female	34.9	40.8		45.9			
Clerical	29,582	108,782	267.7	79,200	100.0	–	–
Male	11,796	21,104	78.9	9,308	4.5	5.3	–
Female	17,786	87,678	393.0	69,892	88.2	–	37.1
% Female	60.1	80.6		37.1			
Blue Collar	86,019	179,053	108.2	93,034	100.0	–	–
Male	79,625	148,934	87.0	69,309	74.5	39.3	–
Female	6,394	30,119	371.1	23,725	25.5	–	12.6
% Female	7.4	16.8		25.5			
Crafts	36,401	80,794	124.7	44,393	100.0	–	–
Male	35,616	76,512	114.8	40,896	92.1	23.2	–
Female	785	4,282	445.5	3,497	7.9	–	1.9
% Female	2.2	5.3		7.9			
Operator	36,309	71,159	96.0	34,850	100.0	–	–
Male	31,019	47,951	54.6	16,932	48.6	9.6	–
Female	5,290	23,208	338.7	17,918	51.4	–	9.5
% Female	14.6	32.6		51.4			
Nonfarm Laborers	13,309	27,100	103.6	13,791	100.0	–	–
Male	12,990	24,471	88.3	11,481	83.2	6.5	–
Female	319	2,629	724.1	2,310	16.8	–	1.2
% Female	2.4	9.7		16.8			
Services	19,645	73,020	271.7	53,375	100.0	–	–
Male	9,042	24,990	176.4	15,948	29.9	9.0	–
Female	10,603	48,030	353.0	37,427	70.1	–	19.9
% Female	54.0	65.8		70.1			
Farm Workers	26,889	16,392	–39.0	–10,497	–100.0	–	–
Male	25,880	14,948	–42.2	–10,932	–104.1	–6.2	–
Female	1,009	1,444	43.1	435	4.1	–	0.2
% Female	3.8	8.8		4.1			

Source: U. S. Bureau of the Census, Census of Population 1950. U. S. Bureau of Labor Statistics, Current Population Survey, 1980. Utah Department of Employment Security Labor Force Data for 1980.

CHART 3.1

FEMALE SHARE OF OCCUPATIONS IN UTAH, BY MAJOR OCCUPATIONAL GROUPS 1950 TO 1980



Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1980, Utah Department of Employment Security, Labor Market Information Services.

TABLE 3.2

OCCUPATIONAL DISTRIBUTION FOR UTAH AND UNITED STATES, BY SEX 1950 and 1980 (Percent)

	Utah				United States			
	Male		Female		Male		Female	
	1950	1980	1950	1980	1950	1980	1950	1980
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
White Collar	33.0	45.7	65.6	66.9	31.3	42.4	53.6	65.5
Professional	8.4	18.1	15.4	17.4	7.5	15.5	12.6	16.8
Managerial	11.3	15.3	5.1	6.9	10.9	14.4	4.6	6.9
Sales	6.4	6.2	11.1	6.2	6.4	6.0	8.8	6.8
Clerical	6.9	6.1	34.0	36.5	6.5	6.4	27.6	35.0
Blue Collar	46.6	42.9	12.2	12.5	47.6	44.8	22.0	13.8
Craft	20.9	22.0	1.5	1.8	18.9	21.0	1.5	1.8
Operator	18.1	13.8	10.1	9.6	20.4	16.8	19.7	10.7
Laborer	7.6	7.0	0.6	1.1	8.3	7.0	0.8	1.3
Service	5.3	7.2	20.3	20.0	6.1	8.8	20.9	19.5
Households	0.1	0.1	4.1	1.2	0.2	0.1	8.5	2.5
Other	5.2	7.1	16.2	18.8	5.9	8.7	12.4	17.0
Farm	15.1	4.3	1.0	0.6	15.1	4.0	3.5	1.2
Farmer, Mgr.	10.4	2.4	0.5	0.1	10.5	2.4	0.7	0.4
Laborer	4.7	1.9	1.4	0.5	4.6	1.6	2.8	0.8

Source: U. S. Bureau of the Census, Census of Population, 1950, U. S. Bureau of Labor Statistics, *"Employment and Earnings"*, January 1981, and Labor Market Information Services, Utah Department of Employment Security.

TABLE 3.3

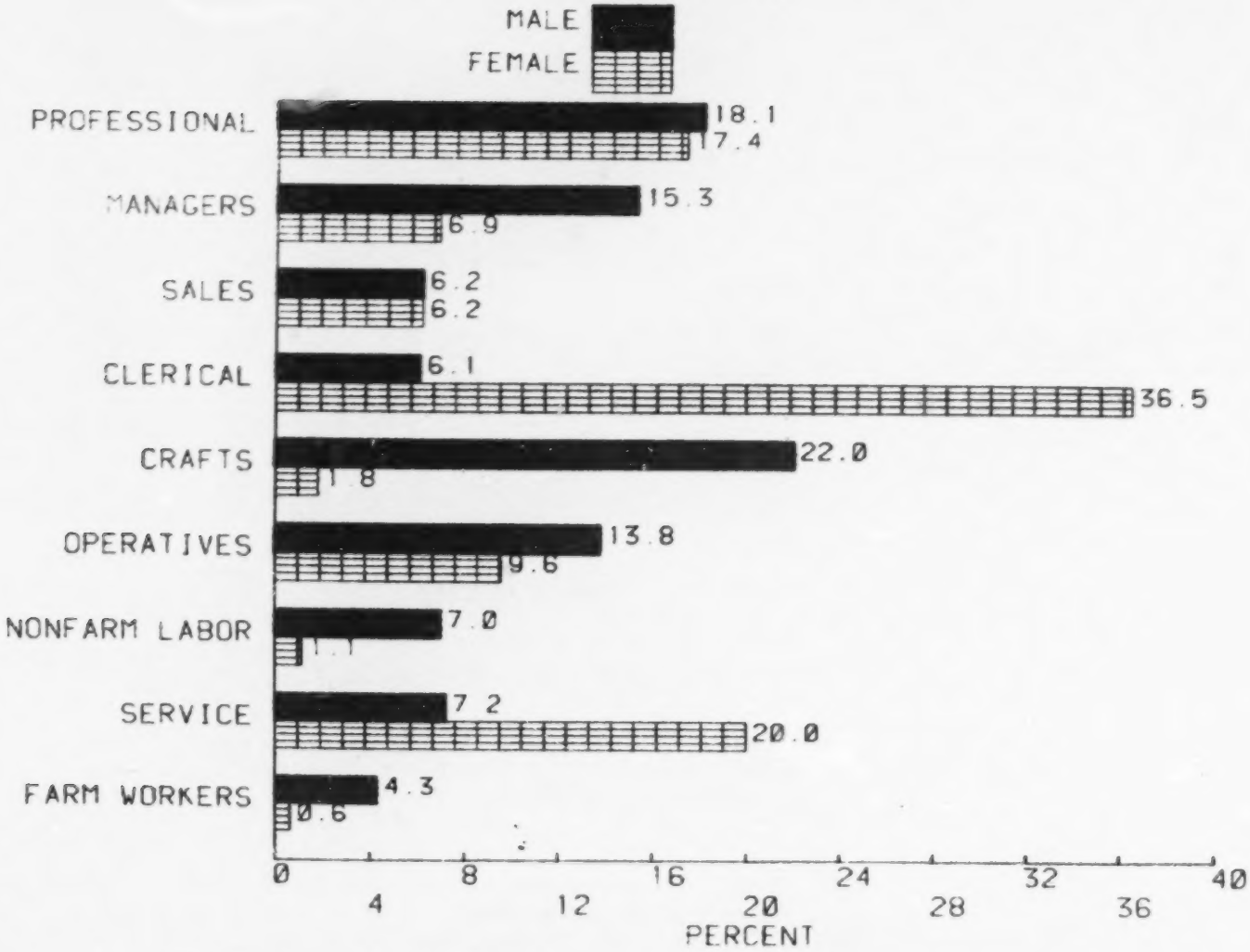
DISTRIBUTION OF FEMALE NONAGRICULTURAL EMPLOYMENT UTAH AND THE U. S.

	December 1980	
	Utah	U. S.
Total	100.0	100.0
Mining	0.5	0.3
Contract Construction	0.8	1.0
Manufacturing	13.3	16.5
Durable Goods	8.1	7.8
Nondurable Goods	5.2	8.7
Transp., Comm., and Public Utilities	3.8	3.4
Trade	26.0	23.3
Wholesale	3.8	3.6
Retail	22.2	19.7
Finance, Insurance, and Real Estate	6.9	8.0
Service	24.8	27.5
Government	23.9	20.0
Federal	5.1	2.3
State and Local	18.2	17.7

Source: U. S. Bureau of Labor Statistics, *"Employment and Earnings"*, June 1981. Labor Market Information Services, Utah Department of Employment Security.

CHART 3.2

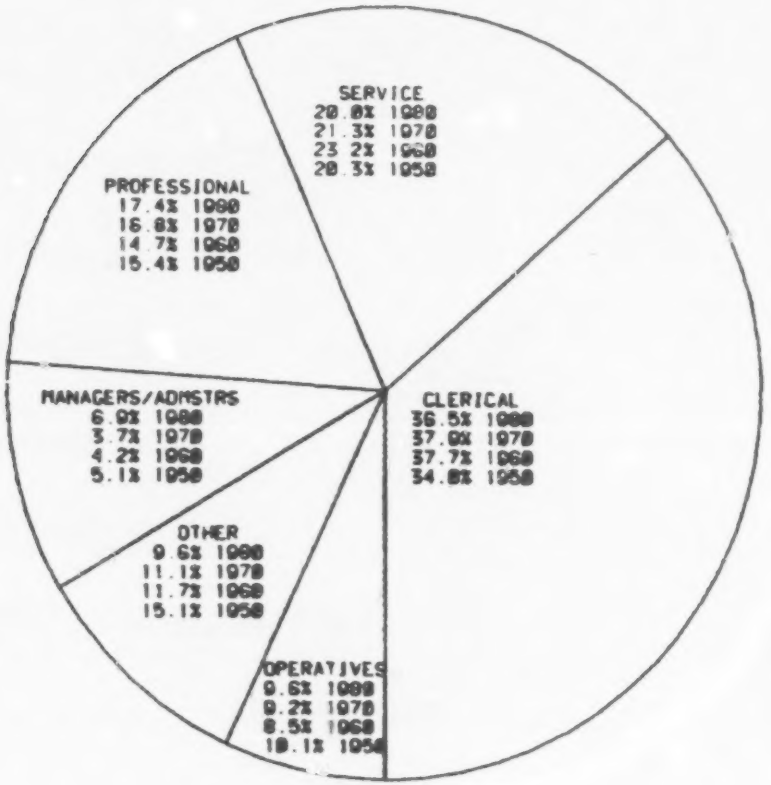
MALE AND FEMALE OCCUPATIONAL DISTRIBUTION FOR UTAH IN 1980



Source: Utah Department of Employment Security, Labor Market Information Services.

CHART 3.3

PERCENT DISTRIBUTION OF FEMALE EMPLOYMENT BY OCCUPATION IN UTAH, 1950, 1960, 1970, 1980
(Chart drawn for 1980)



Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
1950, Utah Department of Employment Security, Labor Market Information Services.

CHAPTER 4
INCOME CHARACTERISTICS

An abundance of current and historical descriptive income statistics exists for the United States. Unfortunately, recent individual income data for Utah are limited to the results of a U. S. Census Bureau household sample survey that collected 1975 statistics. This survey, the Survey of Income and Education (SIE), also provided United States income figures comparable to the Utah data. Thus, relationships between the state's and the nation's income characteristics can be derived. If it is assumed that these relationships are still appropriate for 1979 and 1980, recent estimates of Utah's income characteristics may be prepared. These will be based on 1979 and 1980 statistics reported by the Census Bureau in its Current Population Reports, series P–60, Number 127, which is entitled *"Money Income and Poverty Status of Families and Persons in the United States: 1980 (Advance Report)."*

Median Income - Females and Males

A statistic of particular interest is the ratio of the median income of females to that of males. The estimated 1980 median income of all Utah women age 15 and older with income is $4,120, which is only 31 percent of th median income of their male counterparts. As may be observed from Table 4.1, this ratio is virtually the same as the estimated percentages for Utah in 1975 and 1969. With these ratios remaining constant over the past 11 years, it is not surprising that the male and female medians have grown at about the same rates (219% for women and 207% for men). To focus on a male-female comparison of groups more homogeneous, the median incomes of year-'round full-time working women and men may be compared. Utah's estimated ratio for 1980 is 54.5, which is nearly identical to the 53.8 percent estimated by the SIE for 1975. An estimate of this statistic is not available from 1970 Census data. In the United States in 1980, the income of female year 'round full-time workers was 60.5 percent of that of their male counterparts. It is interesting that, as shown in Table 4.2, this relationship has not changed appreciably in the past 20 years, although it has fluctuated slightly. With the median incomes of year 'round full-time working men and women remaining at the same relative level, it is obvious that, over time, they too have increased at near the same rate.

The 1980 ratio of the median income of all women with income to that of all men with income (which is shown in the first column of Table 4.2) is higher than at anytime in the past 30 years.

It is well-known that relatively more women are presently in the labor force than ever before. United Sates income statistics bear this out. In 1950, only 43 percent of the women age 14 and older had income. As shown in Table 4.3, this relationship has doubled in the past 30 years--in 1980 nearly 89 percent of American women had income. The relative number of adult males with income has also increased, but, only slightly.

In light of the increased female labor force participation rate since 1950, it is surprising that the ratio of female median income to that of all males with income has not substantially increased in the past 30 years. Thus, even though more women are working, their average money-making capability has not improved with respect to that of males.

Income by Occupation

A topic currently receiving considerable attention is median income by occupation by sex. Because of the variables that affect occupational classifications, such as job description, tenure, and fringe benefits, income by occupation comparisons are difficult at best. For the United States, income by occupation statistical tabulations are usually based on data from scientifically designed household sample surveys. States, of course, do not have the benefit of survey income statistics.

Thus, only very general occupational income summarizations, such as the estimates of 1980 median income of year 'round full-time workers by sex in Table 4.4, can be prepared on the state level. Because of the bold assumptions inherent in these state figures, anything more than cursory analytical review is tenuous.

Although it is interesting to observe the relative income levels within the first two columns of Table 4.4, the purpose of this section is to study the female/male income patterns. Utah's 1980 female-to-male median income ratios are similar to those of the United States. For both areas, female sales workers fare most poorly in keeping up with their male cohorts' income; laborers fare best. On the whole, female year 'round full-time workers in Utah receive about 56 percent of the income received by their male counterparts. This estimate is slightly lower than the 60 percent estimated for the United States.

Despite the broad generalities employed in deriving Table 4.4's estimates, there is little doubt that female professional and technical workers' income is only slightly higher than that of male laborers ($13,900 to $13,200). This does not necessarily imply that all female professional, technical workers are relatively low-paid. The median is rather low because the majority of the women in this category are in public education or health technician occupations.

Income by Educational Attainment

The estimates of Utah's median income by educational attainment by sex (shown in Table 4.5), are perhaps even more tenuous than the previously discussed income by occupational category. Nevertheless, as depicted in the table, the median income of Utah's female year 'round full-time workers, in each educational attainment category, is much less than those of males. It is particularly noteworthy that women with four years of college have a median income equivalent to that of the males with only an eighth grade education.

Median Income of Families

Utah's families each received about $20,500 (median) income in 1980. This is approximately equal to the median for the United States ($21,023). As reported by the 1970 census, Utah's 1969 median family income was $9,342. Thus, in the past 11 years, the median family income has increased 119 percent. However, the U. S. Consumer Price Index has increased 125 percent, causing an actual decrease in the "real" (adjusted for inflation) median income since 1969.

There is considerable fluctuation in the median incomes of different types of families, with Utah's figures lagging slightly below those of the United States (see Table 4.6). Of course, husband-wife families in which the wife is in the labor force have the highest median income. Male family heads with no wife present have a median income only 80 percent of that for husband-wife families. However, the median income of female-headed families is only 45 percent of the husband-wife family figure. Of particular concern is that the number of Utah's female-headed families increased from 1970 to 1980 at twice the rate of increase of all families (88 percent to 44 percent). About 10 percent of all Utah families are headed by a woman, compared to 15 percent for the United States.

Persons Below the Poverty Level

About 10.5 percent of Utah's residents have money income that is less than the federally determined "poverty level." This figure compares favorably to the United States 1980 poverty rate of 13 percent. Approximately 90 percent of Utah's population resides in families. The poverty rate of Utah's families is 8.5 percent, substantially lower than the United States poverty rate (10.3). However, as shown in Table 4.7, Utah's families with a female head have a very high incidence of poverty, which at 33 percent, is about equal to that of female-headed families nationwide. Especially alarming is that over half of all children under age 18 in families headed by a woman are impoverished. Families headed by a man have very low poverty--less than six percent.

A family is defined as two or more related people who occupy the same dwelling unit. Persons not living in a family are known as unrelated individuals. These people may live alone, or in a dwelling unit with nonrelatives, or in group quarters, such as a dormitory, barracks or an institution. Utah's unrelated individuals have a relatively high incidence of poverty (27 percent), with the female members of this category at 31 percent, and the males at 21 percent.

It has been shown throughout this chapter that women generally have much lower incomes than do men. The effect of this condition is graphically illustrated by the very high poverty rates of women without husbands.

TABLE 4.1

MEDIAN INCOME OF PERSONS AND YEAR ROUND FULL–TIME WORKERS BY SEX UTAH AND UNITED STATES 1969, 1975, 1979, 1980

	Median Incomes			
	1969	1975	1979	1980
PERSONS AGE 14 AND OVER				
Utah				
Male	$6,416	$9,535	$12,585	$13,313
Female	1,877	2,899	3,646	4,120
Ratio	*29.3*	*30.4*	*28.9*	*30.9*
United States				
Male	6,429	8,974	11,845	12,530
Female	2,132	3,462	4,354	4,920
Ratio	*33.2*	*38.6*	*36.8*	*39.3*
YEAR ROUND FULL–TIME WORKERS				
Utah				
Male	NA	13,303	18,014	19,719
Female	NA	7,156	9,781	10,745
Ratio	*NA*	*53.8*	*54.3*	*54.5*
United States				
Male	8,668	12,934	17,514	19,172
Female	5,077	7,719	10,550	11,590
Ratio	*58.6*	*59.7*	*60.2*	*60.5*

Note: Ratios were calculated by dividing female median income by male median income.

Source: Utah data:

1979, 1980: Utah Department of Employment Security, Labor Market Information Services.
1975: U. S. Bureau of the Census, Survey of Income and Education, P–60, No. 113.
1969: U. S. Bureau of the Census, Census of Population 1970, PC (1)–D46, page 515.

United States data:

1969, 1975, 1979, 1980: U. S. Bureau of Labor Statistics, P–60, Nos. 123, 127.

TABLE 4.2

RATIO OF MEDIAN INCOMES – WOMEN/MEN
UNITED STATES – 1950 TO 1980

	Persons Age 14 and over	Year Round Full–Time Workers
1980	39.3	60.5
1979	36.8	60.2
1978	37.2	60.0
1977	38.9	58.5
1976	37.9	60.0
1975	38.2	59.7
1974	36.5	59.0
1973	34.7	56.6
1972	34.9	57.4
1971	34.9	59.2
1970	33.5	59.2
1969	33.2	58.6
1968	33.8	58.5
1967	29.7	57.6
1966	30.9	57.9
1965	30.3	57.8
1964	31.2	59.0
1963	30.4	58.6
1962	30.7	59.3
1961	30.5	59.0
1960	30.9	60.7
1959	30.6	61.2
1958	31.4	62.7
1957	32.6	63.7
1956	31.9	63.3
1955	33.4	64.5
1954	36.3	–
1953	36.2	–
1952	36.9	–
1951	35.4	–
1950	37.1	–

Source: Table prepared by Utah Department of Employment Security, Labor Market Information Services, from income statistics published by the U. S. Bureau of the Census, in its Current Population Reports, Series P–60, Nos. 123, 127.

TABLE 4.3

PERCENTAGE OF PERSONS AGE 14 AND OVER WITH INCOME UNITED STATES, SELECTED YEARS 1950 – 1980

	Percent of Persons Age 14 + With Income	
	Men	Women
1980*	94.8	88.7
1979*	95.4	88.9
1978	93.4	81.1
1975	91.8	71.6
1970	92.1	56.5
1965	91.5	59.4
1960	91.4	56.0
1955	92.1	49.3
1950	90.5	43.3

* The 1979 and 1980 figures represent persons age 15 and over.

Source: Table prepared by Utah Department of Employment Security, Labor Market Information Services, from income statistics published by the U. S. Bureau of the Census, in its Current Population Reports, Series P–60, Nos. 123, 127.

TABLE 4.4

UTAH'S 1980 MEDIAN INCOME BY OCCUPATION AND SEX
YEAR 'ROUND FULL–TIME WORKERS

Occupations	Median Income		Female to Male Ratios	
	Male	Female	Utah	United States
All Year 'Round Full–Time Workers	18,315	10,240	55.9	60.2
Professional/Technical Workers	$20,254	$13,920	68.7	66.4
Managers/Administrators	20,462	10,702	52.3	54.9
Sales Workers	18,325	8,616	47.0	49.0
Clerical Workers	18,282	9,902	54.2	60.3
Craft Workers	18,243	10,765	59.0	62.7
Operatives	15,900	8,305	52.2	60.1
Laborers	13,232	10,572	79.9	76.4
Service Workers	11,985	6,827	57.0	60.1

TABLE 4.5

UTAH'S 1980 MEDIAN INCOME BY EDUCATIONAL ATTAINMENT BY SEX
YEAR 'ROUND FULL–TIME WORKERS

Years of School Completed	Median Income		Female to Male Ratios	
	Male	Female	Utah	U. S.
Total, Age 25+	$20,683	$11,117	53.7	58.3
8 Years	12,444	8,382	67.4	60.4
9–11 Years	15,940	8,024	50.3	60.1
12 Years	18,982	9,712	51.2	59.3
13–15 Years	17,689	10,418	58.9	62.0
16 Years	20,251	12,455	61.5	62.3
17+ Years	24,201	17,005	70.3	65.4

Sources: Utah estimates prepared by the Utah Department of Employment Security, Labor Market Information Services Section, September 1981.

United States ratios calculated from U. S. Bureau of the Census, Current Population Reports, Series P–60, No. 127, *Money Income and Poverty Status of Families and Persons in the United States: 1980 (Advance Data From the March 1981 Current Population Survey)* U. S. Government Printing Office, Washington, D. C., 1981.

TABLE 4.6

1980 MEDIAN FAMILY INCOME BY TYPE OF FAMILY UTAH AND UNITED STATES

Type of Family	Number of Families	Median Income	
		Utah	United States
All Families	360,000	$20,476	$21,023
Husband–Wife Families	316,000	21,984	23,141
Wife in Paid Labor Force	148,000	25,481	26,879
Wife not in Paid Labor Force	168,000	18,479	18,972
Male Householder, no Wife	7,000	17,431	17,519
Female Householder, no Husband	37,000	9,960	10,408

TABLE 4.7

PERSONS BELOW THE POVERTY LEVEL BY FAMILY STATUS UTAH 1980

	Total Number	Below Poverty Level		
		Number	Poverty Rate	
			Utah	United States
Total Persons	1,470,000	154,800	10.5	13.0
Total Families	360,000	30,600	8.5	10.3
With Female Head	37,000	12,200	33.0	32.7
Related Children	57,000	29,300	51.0	50.8
With Male Head	323,000	18,400	5.7	6.3
Unrelated Individuals	165,000	44,600	27.0	22.9
Females	99,000	30,700	31.0	27.4
Males	66,000	13,900	21.0	17.4

Sources: Utah Department of Employment Security, Labor Market Information Services Section, September 1981.

U. S. Bureau of the Census, Current Population Reports, Series P–60, No. 127, *Money Income and Poverty Status of Families and Persons in the United States: 1980 (Advance Data From the March 1981 Current Population Survey)*, U. S. Government Printing Office, Washington, D. C., 1981.

CHAPTER 5
EDUCATIONAL ATTAINMENT

Since at least 1950, Utah ranked first in the nation in median school years completed by its residents age 25 and older. Similarly, since 1960, Utah ranked first in the nation in the percentage of its residents having high school diplomas.

As shown in Chart 5.1, over the years Utah women have been better educated than Utah men. Only in 1976 was the percentage of Utah men with high school diplomas larger than the percentage of women. Thus, it may be concluded that for over thirty years Utah women had the highest percentage of high school completion of any general population group in the country. Also evident from Chart 5.1 is the increase in the educational attainment of Utah's population over the years.

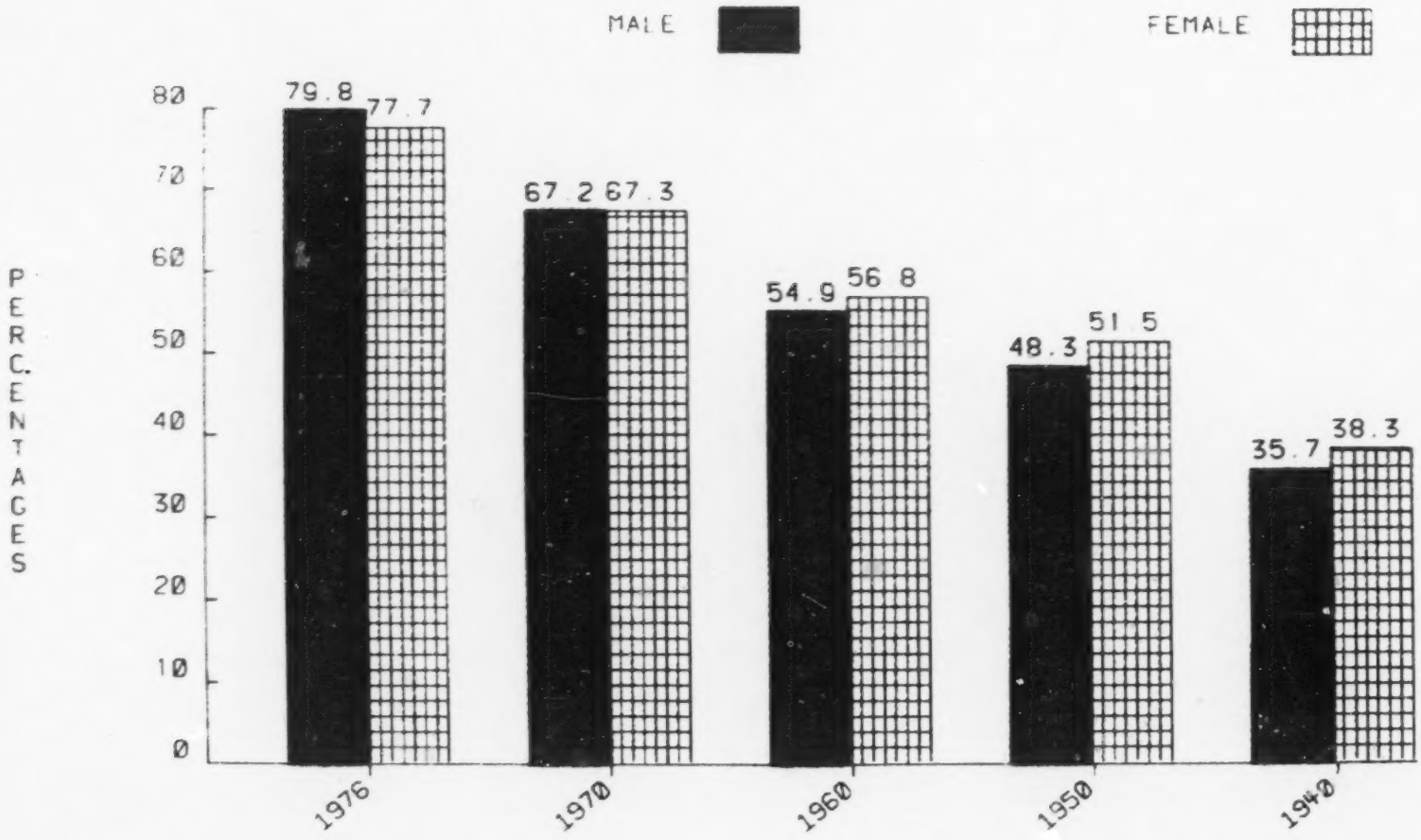
Despite the outstanding achievement of Utah's women in percentage of high school graduation, their four years of college completion record is much lower than that of Utah men. It may be calculated from the figures in Chart 5.2 that the respective percentages of Utah men and women with four years or more of college tripled from 1940 to 1976. However, since 1960, the men's percentage has been nearly double that of the women. Nevertheless, 1970 Census data indicate that Utah women rank high (11th in the nation) in the percentage of women with four or more years of college. In the nation and in Utah, the percentage of men who had completed college was higher than that of those with one to three years of college in 1970 and 1976. As shown in Table 5.1, the opposite is true for women of the nation and Utah.

The percentage of Utah residents in 1976 with less than eighth grade education at 2.9, is only about one-fourth of the United States percentage. Utah had 5 percent more people graduate from college and over 7 percent more with some college education than the United States. About 34 percent of the United States 25 and older population completed high school in 1976; 36 percent of Utah completed high school. These statistics show that Utah has a higher percentage of their population who completed high school or beyond. The women of Utah also show a higher percentage with high school education or beyond than the women of the nation.

The median level of education completed in the United States has grown since 1950 from 9.3 to 12.5 years. This represents a faster increase than Utah's increase in the median education level. Although Utah has since 1950 had a higher median level of education than the nation, the nation has nearly caught up to Utah in this respect. Only since 1970 have the men in both the United States and Utah had a median level of education equal to or greater than females.

CHART 5.1

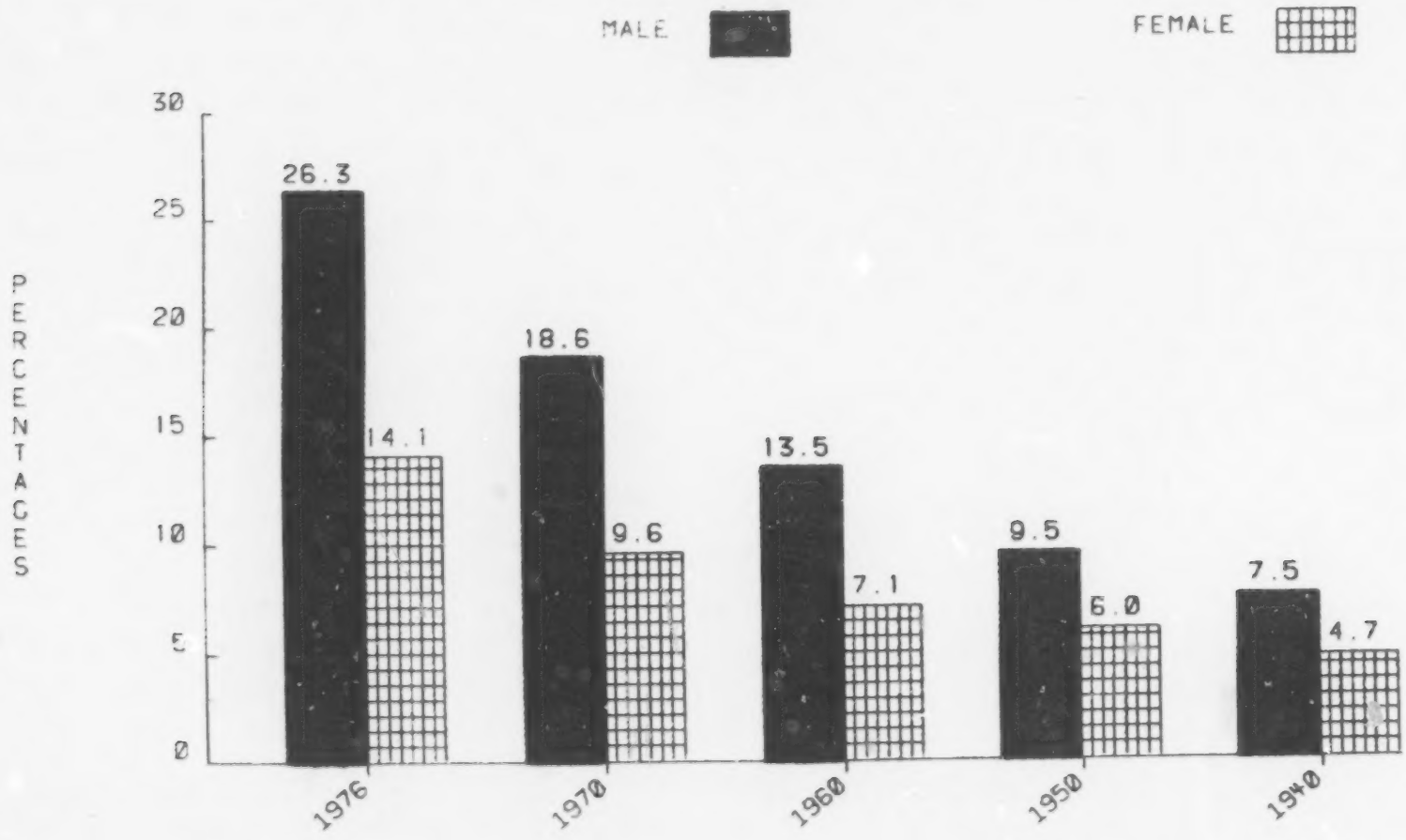
PERCENTAGE OF UTAH RESIDENTS WITH HIGH SCHOOL DIPLOMAS AGE 25+ BY SEX



Source: U. S. Bureau of the Census, Census of Population: 1940, 1950, 1960. 1970.
Burea of the Census, Survey of Income and Education, 1976.

CHART 5.2

PERCENTAGE OF UTAH RESIDENTS WITH FOUR YEARS OR MORE OF COLLEGE AGE 25+ BY SEX



Source: U. S. Bureau of the Census, Census of Population: 1940, 1950, 1960, 1970, Bureau of the Census, Survey of Income and Education, 1976.

TABLE 5.1

EDUCATIONAL ATTAINMENT OF PERSONS AGE 25 AND OVER
PERCENT DISTRIBUTION
1976, 1970, 1960, 1950

	1976	1970	1960	1950
UTAH				
Male				
Four or more years College	26.3	18.6	13.4	9.5
1-3 years of College	22.8	17.9	15.4	13.7
Four years of High School	30.5	30.8	26.1	25.1
1-3 years of High School	13.0	18.6	22.5	21.3
8 years of Elementary	4.6	7.6	12.8	16.3
0.7 years of Elementary	2.8	6.5	9.9	14.1
Female				
Four or more years College	14.1	9.6	7.1	6.0
1-3 years of College	21.7	17.0	14.7	13.6
Four years of High School	41.8	40.7	35.0	31.9
1-3 years of High School	14.4	19.7	22.6	21.2
8 years of Elementary	5.0	7.5	12.5	15.7
0-7 years of Elementary	3.0	5.5	8.0	11.6
Median Years Completed				
Male	-	12.6	12.2	11.8
Female	-	12.4	12.2	12.0
Total	12.8	12.5	12.2	12.0
UNITED STATES				
Male				
Four or more years College	18.9	13.5	9.5	7.3
1-3 years of College	14.6	10.1	8.4	7.0
Four years of High School	30.6	27.7	20.7	18.2
1-3 years of High School	14.7	18.6	18.3	16.9
8 years of Elementary	9.4	12.9	17.4	21.4
0.7 years of Elementary	11.8	16.6	25.8	29.2
Female				
Four or more years College	11.7	8.1	5.8	5.2
1-3 years of College	13.9	10.6	9.0	7.7
Four years of High School	37.9	34.1	27.7	23.2
1-3 years of High School	16.4	20.1	19.7	17.9
8 years of Elementary	9.5	12.6	17.4	20.3
0-7 years of Elementary	10.7	14.6	20.4	25.8
Median Years Completed				
Male	-	12.1	10.3	9.0
Female	-	12.1	10.9	9.6
Total	12.5	12.1	10.6	9.3

Source: U. S. Bureau of the Census, Census of Population: 1950, 1960, 1970.
U. S. Bureau of the Census, Survey of Income and Education, 1976.